labour gazette

Department of Labour

February 1969

Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31 (English or French). Cat. No. L1-1968.

Report of the Industrial Inquiry Commission on Canadian National Railways "Ru Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (Englis or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the late statistical data on union membership, and a directory of labour organizations wi names of their principal officers, publications, and the geographic distribution of the local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/196

Industrial and Geographic Distribution of Union Membership in Canada, 196 (English or French). Price 15 cents, Cat. No. L31-767.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockou occurring in Canada during a year. Tables and related texts show strikes ar lockouts by years, by areas, by industries, including time lost, number of worke involved, duration, etc. Price 50 cents, Cat. No. L2-1/ *1967.*

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published loose-leaf form and followed later by a paperback volume. Contains the results an annual survey at October 1 of occupational wage rates and standard hours work in most industries. Averages and predominant ranges of wage rates for selecte occupations are tabulated separately on a regional basis for some 90 industri including logging, mining, manufacturing, construction, transportation, trade ar service groups. Weekly salaries for office occupations and hourly wage rates f maintenance of service occupations and for labourer for several broad indust groups are shown, on a community basis, in 52 communities. Trends in wage rat are included in tables of index numbers by industry. First-year service includi attractive binder with index tabs and paperback volume, $10.00; service witho indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.0 (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. N L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans d domaines connexes. A catalogue, in French, of terms currently in use in the labo relations field. Prepared by the Economics and Research Branch. Price $4.50, Ca No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 196 A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustmer process: CPR Angus Workshops, Montreal. 1967. Second in a series of three repor on technological change in the railway industry in Canada and the ways in whic workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 196 By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover

labour gazette

Vol. 69, No. 2, February 1969

COPY A

CHICAGO PUBLIC LIBRARY FEB 20 1969 DOCUMENT

Official Journal
Canada
Department of Labour

Hon. Bryce Mackasey
Minister

J. D. Love
Deputy Minister

Editorial Staff

Editor in Chief
W. S. DRINKWATER

Editor
JACK E. NUGENT

Editor, French Edition
GEORGES D'ASTOUS

Assistant Editor – Production and Promotion
FRANK L. DUBERVILL

Staff Writers
R. J. LYLE
SHIRLEY M. PLOWMAN
KATHLEEN E. WHITEHURST
R. W. WILKINSON

Circulation Manager
J. E. ABBEY

Cover photograph

Piece of Eskimo sculpture depicting an Arctic fisherman. The economic plight of Canadian Eskimo, Indian and Negro minorities is examined in "The Divine Right to be Human," on p. 66.

NFB photo

CONTENTS

66 The Divine Right to be Human
72 Department of Labour Today
73 50 Years Ago
74 News Briefs
76 Readership Survey
77 What Price Harmony?
78 Social Assistance Legislation, 1966-67
83 ILO Conference on Asian Manpower
84 Safety and Compensation Legislation, 1967-68
88 Anniversary: Wartime Labour Relations Order
89 Industrial Training Legislation, 1967-68
91 Wage Policy: Its Meaning
92 Facing the Crisis in Collective Bargaining
93 43rd Convention of the CNTU
95 1968 Unemployment Insurance Fund Report
97 Unemployment Insurance Registrations
98 Supplemental Unemployment Benefit Plans
99 Collective Bargaining in the Public Service
100 Employment Fatalities — 3rd Quarter, 1968
101 Manpower in Ontario: 1961-1986
102 Price Indexes
103 Women's Bureau
104 Certification
105 Conciliation
106 Legislation Branch
Legal Decisions
108 Recent Regulations
111 Unemployment Insurance Report — September
112 Railway Arbitration Decisions: Cases 120-129
114 Wage Schedules
115 Decisions of the Umpire
Employment Review for November
116 Library List No. 239
119 Statistics Section; Current Labour Statistics

LABOUR GAZETTE, published monthly in English and French by the Public Relations and Information Services Branch of the Canada Department of Labour, indexed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE — Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager, SUBSCRIPTIONS — Canada: $3 a year, single copies 50 cents; all other countries: $5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER — Five or more annual subscriptions, $1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES — $5 a copy delivered in Canada, $7 a copy to other countries. CHANGE OF ADDRESS — Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.

Photo by Murray Mac

Left to right: Prime Minister Trudeau, Lord Ritchie-Calder and Prof. John Humphrey

The Divine Right To be Human

Two conferences on Human Rights took place in Ottawa toward the end of 1968 —one, sponsored by the Canadian Labour Congress, in November, the other, a national conference, in December.

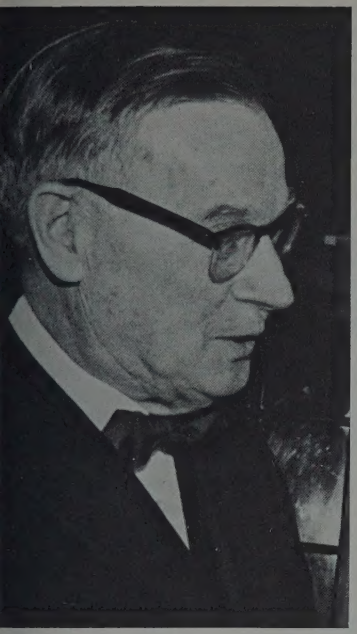
A GROUP of sincere, earnest and sometimes angry people converged on Ottawa from December 1 to December 3, 1968, and decided that it was high time Canada had a permanent organization dedicated to the pursuit of human rights. Sponsored by the Canadian Commission, International Year for Human Rights (L. G., Feb. 1968, p. 74) the conference was an open invitation to all Canadians to air grievances against the status quo and man's inhumanity to man. Representing 150 voluntary organizations, observers from the federal and provincial governments, and the United Nations, the 500 delegates presented, reviewed, and argued their right to a job, a culture, a language, an education, and generally what they considered to be their human right to a square deal.

The tenor of the conference was expressed by Mr. Justice McRuer, former Chief Justice of the Ontario Supreme Court: "If all men are born equal in this country, we well know they do not stay equal long after they are born."

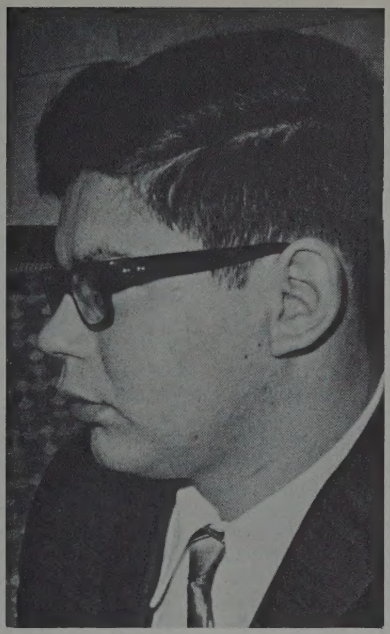
Protesting this inequality was Harold Cardinal, Pres of the Indian Association of Alberta, who called o Government to respect Indian treaties and implant abor rights in a new Canadian constitution. "We cannot accep more verbal or tokenistic statements that pretend to guar our rights when we know they do not," he said.

Mary Carpenter, an Eskimo girl now attending the Univ of Western Ontario, spoke in the same vein. She aske Government for a land claims commission to restore C lands to Eskimos in the Northwest Territories before the lost to the territorial Government. "We Northern peop Canada would like to become part of the Canadian mos she said. "We'd like to run our own affairs, rather than the department act as our intermediary with the Can public. We shouldn't have to go through the Indian A and Northern Development Department to get to departments, but straight to other departments just as you

Mr. Cardinal went on to say that Indian leaders were agreement that the department had no part to play in meaningful dialogue" that must develop between Indians whites. "The credibility of the Indian Affairs Departme



all men are born equal in this country, we 'll know they do not stay equal long after y are born"—McRuer.



"The expansion of the Indian Affairs Department must come to a halt"—Cardinal.

Photos by Murray MacGowan

"The Métis have neither the benefits of Indian status nor the acceptance of whites" —Cuthand.

ıe," he said. "If we are to have a full measure of justice and ɛdom, the expansion of the Indian Affairs Department must ne to a halt."

Another disillusioned young Indian, Taiotekane (Frank) rn of the Caughnawaga Indian Reserve in Quebec told ɛgates attending a seminar on aboriginal rights, "You're giving us anything. We gave you all you have. All you have do now is just pay us." He said that the Indians owned the ıntry. "You should pay for being squatters." Turning to Indian Act, Mr. Horn accused the Government of trying "slam through" legislation without giving Indians enough e to study what even lawyers find hard to understand. He l that the Government's guidance booklet, *Choosing A Path* ɔuld be called "Indians Down The Garden Path."

The Reverend Adam Cuthand, of the Manitoba Métis leration, told the conference that a third minority, the ,000 Métis across Canada, is living in poverty, and subɛd to constant social injustice. The Métis people, because their mixture of Indian and white parentage, he said, have ther the benefits of Indian status or the acceptance of the ites. And Harold Cardinal summed up the feeling of the ɛe native minorities when he said, "Canada has a century dishonour to try to straighten out." While admitting that ıada had innate possibilities for discrimination, Herman ıta Cruz, of Chile, former chairman of the UN Commission Human Rights, said that Canada had more tolerance, more ality, and more brotherhood than many countries, and played a distinguished part in developing liberal and ıocratic traditions at home and abroad.

But in mid-November in Ottawa, at a preview conference on ıan rights sponsored by the Canadian Labour Congress, a ıer United Nations official said that he was "not proud" of Canada's record on human rights. Prof. John Humphrey, McGill University, director of the UN Division of Human Rights from 1946 to 1966, told CLC delegates that, as a Canadian, he was ashamed of Canada's treatment of the Indian people. "We are giving aid to people abroad with standards that are even higher than those of fellow Canadians," he said. Now Chairman of the Canadian Commission of Human Rights, Prof. Humphrey declared that Canada had still not signed the two UN conventions on human rights, and that neither the federal Government nor the provincial legislatures have adopted resolutions to endorse the UN declaration. Prof. Humphrey said he would like to see these resolutions not only endorsed but also included in the Canadian Constitution. Many countries have incorporated all or part of the UN declaration in their constitutions and have thus made it part of their national law, he observed.

"If Canada had a bill of rights—I mean a real one—embedded in the Constitution, it would be easier for Canada to enter into international obligations." When the CLC's November conference ended, all the various workshops urged the enshrining of human rights legislation in the Constitution. Asked to explain Canada's "reluctant" behaviour in the area of human rights, Prof. Humphrey said that "governments don't like to commit themselves." Later he qualified this remark by saying that, fundamentally, Canadians were fairly conservative. "We have only recently become aware of these problems. We have always assumed that everything was fine, that we're the good guys, and if everyone did what we did, all would be all right. Now we are just waking up to our own problems."

George G. Blackburn, Director of the Fair Employment Practices Branch, Canada Department of Labour, endorsed

Mr. Humphrey's comments at the same meeting. "We have lived with a national smugness for so long, believing we had such an advanced enlightenment toward equality for all people, that we are only beginning to recognize with a shock that we are just people after all. People capable of all the racial conceits, fears and anxieties of people everywhere." On a more optimistic note, Mr. Blackburn told delegates that the Premier of Saskatchewan had set up a task force drawn from government, public service, the labour movement and outstanding citizens, to explore methods of helping the Indian and Métis population to get into the mainstream of the economic and social life of the province. The facilities of the Public Service of Saskatchewan are being used to train as many Indian applicants as possible.

Mr. Blackburn described "the remarkable response" made by community leaders in Halifax who organized a several-pronged attack on prejudice and discrimination in that city. With the support and co-operation of the Government of Nova Scotia, the mayor of Halifax, the Canada Manpower Centre, the Halifax Board of Trade, and other organizations, Negro men and women were encouraged to seek jobs, received counselling, and were assisted with training courses. Employers also were encouraged and assisted in setting up training courses. A Negro employment officer was hired, and jobs were sought for young Negro students currently in Grade 10 through college. A radio publicity program titled "Give-A-Damn" was developed to inform employers of students available for summer employment, and to list employers who sought to hire Negroes.

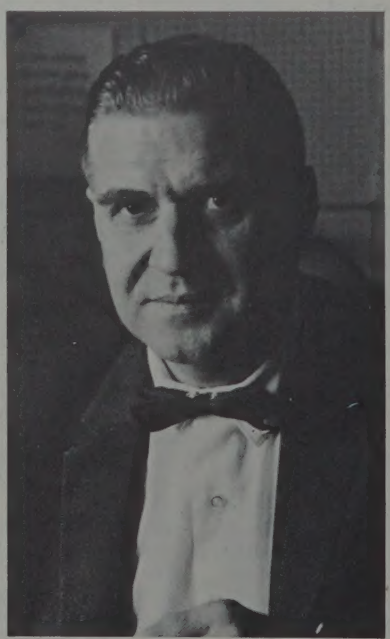
"One of the outstanding projects initiated by the Ontario Human Rights Commission is the current review by a highly qualified group of experts of all textbooks used in the schools of Ontario, with a view to eliminating racial insults and the damaging stereotyping of racial images," Mr. Blackburn said. He pointed out that Alberta is now engaged in a provin wide promotion of human rights information and literat New Brunswick's new Human Rights Commission is get a program underway. Prince Edward Island passed an Ac 1968, and is reported to have started a public informa campaign.

Mr. Blackburn said that two federal departments an large federal agency are experimenting in staff education. training program, in co-operation with the Fair Employm Practices Branch of the Department of Labour, hopes to b about an awareness of human rights and the roots of prejuc and to promote the development of supervisory skills in dea with the sensitivities of new Canadian and minority gro "As techniques are developed, it is intended that other dep ments will be encouraged to undertake staff training."

At the CLC meeting, Alan Borovoy, a Toronto lawyer, delegates that the greatest difficulty facing the coming c lenges of human rights was public apathy. "It is not Canadians are against human rights," he said. "Canad are not sufficiently in favour of human rights. We are 'hate-mongers' we are 'comfort-mongers.' Our problems c cern not the ill-intentioned wrongdoer, but the well-intentic non-doer." Mr. Borovoy said that two fundamental prop tions have animated the human rights activities of Cana trade union movement. "The first proposition is that we distinguish between human rights and brotherly love. example, trade unionists do not ask employers to like Negr Jews, and Orientals. Our primary concern is not with people like, but with what they do. It is not with how they it is with how they behave."

Organized labour was not opposed to brotherly love said, but they were not prepared to wait for the golden mil nium when all men were brothers. Labour has accepted

"We must distinguish between human rights and brotherly love"—Borovoy.



"Canadians are capable of all the racial conceits, fears and anxieties of people everywhere"—Blackburn.

Photo by Warrander S

"Not more money but more knowledge efforts are needed to eradicate pove
—Sm

ofound insight that "In the long run we are all dead," and s geared its human rights program to the promotion of cial justice for living people in the here and now. The second oposition, Mr. Borovoy said, is that most people who do the ght thing do it for the wrong reason. "Most people act on hat they conceive to be their self-interest. Accordingly, bour has devised a program to make human rights a matter self-interest for most people."

An employer who pays low wages is much more likely to be oved by a well-organized strike than by a well-prepared rmon, he observed. It was the same in the human rights ld. Pressure directed to self-interest has been a most effective strument for transforming conduct. The law was an effective strument of pressure geared to the self-interest of people who efer to avoid unpleasant inconvenience. "The simple psyology of our legislative machinery is that most people in is country, despite their prejudices, are not so hopelessly and alterably bigoted that they would put themselves through ouble and inconvenience just to keep out a few members of inority groups." There were many loopholes in government gislation on human rights, the speaker declared. Newfoundnd has not enacted a single statute dealing with racial and hnic discrimination. British Columbia, Saskatchewan, Maniba, Quebec and New Brunswick do not prohibit discrimination in housing. The federal Government has not included its wn employees under the Canada Fair Employment Practices ct. And not a single province has enacted legislation proibiting discrimination by public licensing bodies. At the oment, only Ontario, New Brunswick, Alberta, and the deral Government have a full-time staff to administer uman rights legislation. "It is significant to note," said Mr. orovoy, "that in the year 1967 alone, the full-time staff of the ntario Human Rights Commission processed almost five mes the number of cases that their part-time predecessors had andled in the entire 11 years prior to the establishment of the ommission.

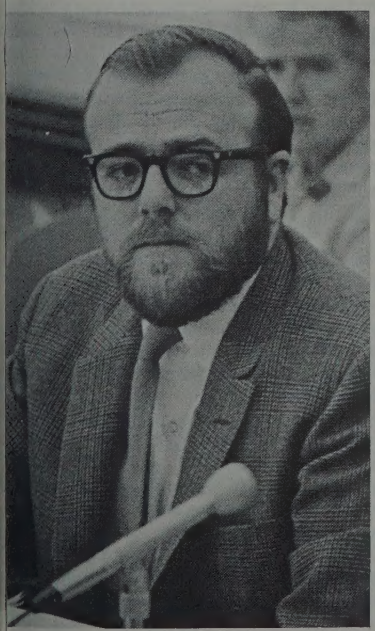
"When the Maritime provinces with their relatively high percentage of impoverished Negroes, and the Prairie Provinces with their large number of poverty-stricken Indians, report only a handful of discrimination complaints, this suggests that the provinces have not taken the initiative that they must." A shortage of complaints did not mean a lack of discrimination, he added—only a lack of activity.

There was no lack of activity in the informal groups that met for coffee and cakes at the opening of the National Conference on Human Rights in December. "What are we doing here in this beautiful hotel?" one woman delegate asked. "Why not go out and look in the horse's mouth?" Another delegate said, "We damn the Company of Young Canadians who are not in here talking about human rights—they're out there doing it."

Many people in the group believed that as soon as laws are passed and a structure created to solve a problem, the structure itself will prevent a solution. "We should have a bonfire and burn the Indian Act," suggested MP Frank Howard (NDP Skeena). All the "useless bureaucrats" in the Department of Indian Affairs should be fired, he said. "There's a group of empire builders in the department that seeks to perpetuate themselves."

The tyranny of the machine and the communications revolution are threatening human rights, an international authority on human rights said. In a keynote address, international journalist Lord Ritchie-Calder told the delegates, "We are so fascinated by gadgets that we are becoming hypnotized by them into docile surrender of some of the most valuable of our human rights." All the components of George Orwell's book *1984* are already here, waiting to be assembled, he said.

Lord Ritchie-Calder, Professor of International Relations, University of Edinburgh, stated that two great revolutions are happening simultaneously—the scientific and technological revolution, and the revolution of rising expectations. "If they could mesh," he said, "they could become one, and science could and should fulfil the rising expectations. But they do



Women are entitled to the same freedoms nd opportunities as men"—Coupland.

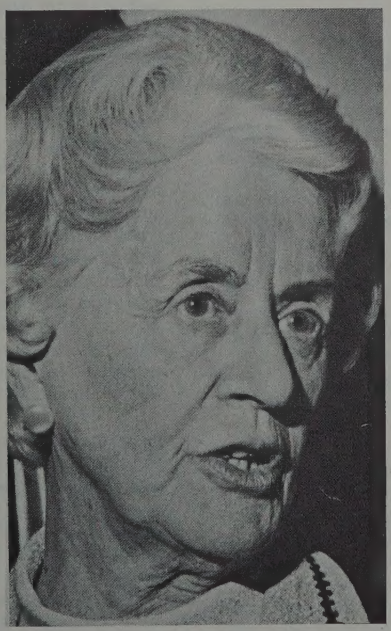


Photo by Murray MacGowan

"Woman's role in politics is confined to licking and stamping envelopes"—Casgrain.

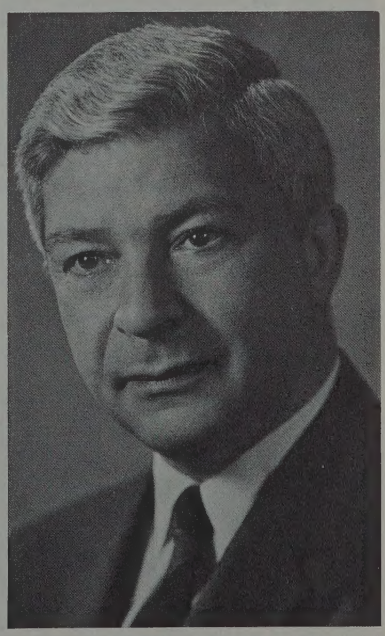


Photo by Thomas Studio (Ottawa) Ltd.

"The new Council will fill the gaps between other human rights groups"—Kaplansky.

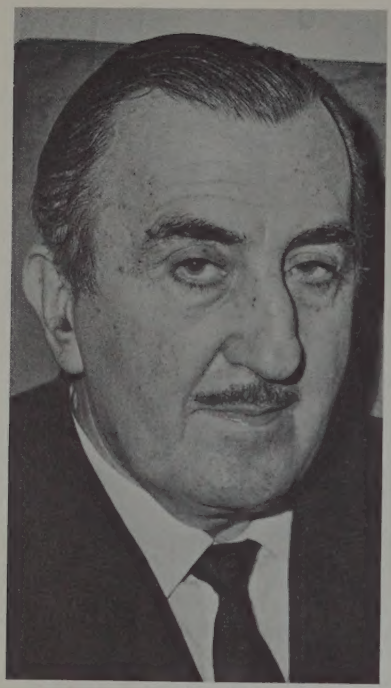


Photo by Murray MacGowan

"Canada has deeply felt convictions about the dignity of the human being"
—Santa Cruz.

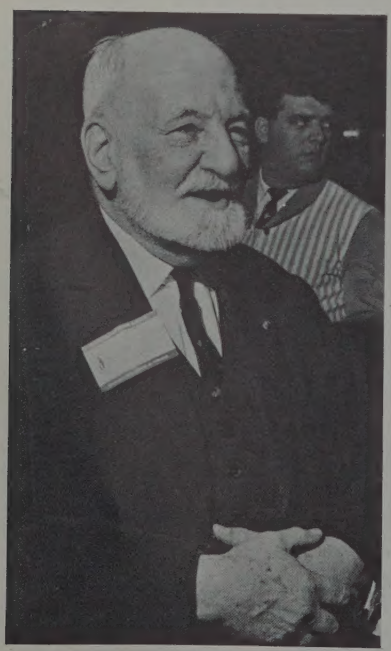


Photo by Murray MacGowan

"Equal aspirations toward equality"
—René Cassin.

not mesh. Indeed we are in great danger of stripping the g and splitting the world. The rich and scientifically endo countries become richer and richer, and the poor count become poorer."

Poverty is one of the greatest destroyers of human rig Arthur J. R. Smith, President of the Economic Council Canada, told the delegates. As shown in the Council's *Annual Review* (L. G., Dec. 1968, p. 682), there are two bl ishes on Canada's economic record that contribute to gre poverty, he said. First, Canada has been experiencing la persistent and widespread increases in prices and costs, wh "constitute a cruel tax upon the poor and those who unable to defend themselves against its eroding effects on incomes and savings." And secondly, too many Canadians h been left outside the mainstream of economic advancem and have not shared adequately in our general prosperity.

The poor are numbered "not in the thousands, but in millions," in the words of the Economic Council. A contin tion of unacceptable general price and cost increases invite adoption of increasingly restrictive settings of monetary fiscal policies. And the ultimate effects of such policy chan will be felt most heavily by those least able to protect th selves—young workers, older workers, less-educated work and those in the low-income regions.

Mr. Smith pointed out that most of the poor families not to be found among the elderly, but in the 25 to 54 group, and not among families headed by a woman, but am those in which the family head is a man. Large-scale pov not only imposes costs on our economy today, he said, it a imposes future costs on our society because it is transmit from one generation to the next.

The problem of poverty in the Council's view, should bec the central focus in new policies designed to eliminate pov over the medium-term future. In the existing framework, focus has been placed on other problems, such as the un ployed, the aged, certain regional areas, and rural dec and farm adjustment. What is needed is not more mon Mr. Smith emphasized, but rather more knowledgeable effo and a greater sense of public purpose. An effective appro to poverty, he suggested, would be to adopt policies gea solely to the poor.

Effective policies would not be found merely in improv income programs, he said. A comprehensive solution to real problems of poverty will not be found simply in a lar scale expansion of public social welfare programs and priv charities, or in some new guaranteed annual income, or i negative income tax. There would still be a place for inco support programs for the aged, disabled, sick and wido with small children, but the majority of the poor are fou among those who had never developed their potential. nation's greatest assets are its people. An economy's great resources are its human resources. Thus, the task of eliminat poverty is one of the greatest challenges now facing t country . . . We need to set about, without delay, to begin organize resolute, knowledgeable and effective efforts to m this challenge."

As might be expected, one of the most vocal groups was t seminar on women's rights. Madame Thérèse Casgrain, Montreal, a long-time champion of women's rights, present a paper pointing out areas of discrimination against wom especially in Quebec. No women had ever been appointed Quebec's legislative council she said, and the number of wom elected to the 10 legislative assemblies was not proportion to the number of men. "Women's role in politics is confin to licking and stamping envelopes," she said. Women Quebec were prevented from being called to sit on a ju and women did not get their fair share of administrati responsibilities. The seminar urged that a working mother

owed to claim the wages paid a housekeeper as a legitimate siness expense, whether or not the helper was employed on part-time basis.

At the CLC convention on Human Rights in November, a C official told delegates that there is discrimination against men in Canada, "particularly in the field of employment." E. Coupland, Assistant Director, Legislation Branch, nadian Labour Congress, said, "They are normally hired only certain categories of jobs; they are denied promotions supervisory or other responsible positions; they are excluded m advancement training programs; the categories of work which large numbers find employment are usually among lowest paid in the occupational scale—and even when they rk in industries that employ large numbers of males, their ges are not commensurate." Mr. Coupland emphasized that, hough a large portion of our society may be complacent out this, and may think it is in accord with some natural der, there are many women who desire to do meaningful rk—but they find that this discrimination against them ms an almost insurmountable barrier. "Women are entitled the same freedoms and opportunities as men," he said, nd anti-discrimination legislation can be a major factor in nging this about."

At least 10 international conventions dealing with the status women have not yet been ratified by the federal Government. ost provincial governments with a bill of rights have delibately excluded women form the provisions of the bills.

In a keynote summation address at the National conference, r. Justice McRuer, championed the cause of women. He ew attention to the fact that there was not one woman on e Supreme or County Court Bench in Canada. "A woman wyer has as much right to be considered for appointment to e Bench on her merits as any other member of the Bar, and ly merit should be considered in making any appointment the Bench," he said. "I do not suggest that a woman should appointed to the Bench because she is a woman, but I do y that there are many women who are practising at the Bar Canada who would make better judges than some of the n who have been appointed." The speaker urged equal pay r women doing the same work as men, and said that although ere have been "pious declarations" on the subject, the concept equal pay for equal work does not yet generally exist in nada.

Mr. Justice McRuer sympathized also with the plight of dian and Eskimo peoples, and condemned the practice of ng ago of buying millions of acres of valuable land from the tive population for "a few beads, hoes and the odd plow." r 100 years, the native peoples of Canada have been denied e right to express themselves in the governments of the untry, he said. He attacked laws that branded the illegitimate ild as a second-class citizen. "In our province, it can only herit through the mother, and then only if she has no legitiate children. A child has no choice whether it be legitimate illegitimate. Why should any child be branded for a lifetime r the indiscretions of its father and mother?"

The speaker warned delegates that the road ahead "is a long rd trail," with many hard portages. "In looking for safeards for human rights, we have to go much deeper than ere legislative prescriptions," he said. "To me the greatest sk ahead is to develop a public consciousness on the part those who make laws and enforce laws, so that the indidual has rights not because he belongs to any strata of ciety, not because he has any national origin, nor because the colour of the skin, but because he is a human being."

Delegates heard René Cassin, the 1968 winner of the Nobel ace Prize, and author of the UN Declaration on Human ights of 1948. Mr. Cassin said that all men today have "equal aspirations toward equality." This uniformity of opinion did not mean conformity, however. People were continually striving toward a variety of rights and liberties, and he warned that the struggle would always be difficult. He urged Canada to spearhead the struggle for human rights at the UN and elsewhere.

The same evening, Prime Minister Pierre Elliot Trudeau appealed directly to the Canadian people for support of his Charter of Human Rights against provincial emphasis on the division of powers as a constitutional priority.

On the last day of the conference, recommendations were heard from the 10 workshops. The Rev. Adam Cuthand, chairman of the workshop on aboriginal rights, put forth the recommendation that the terms of reference of the Department of Indian Affairs and Northern Development be extended to include unregistered Indians and Métis. His group urged that the registered Indians, who at present lose their status when they marry unregistered Indians or Métis, should continue to be registered for five years after marriage in case the marriage failed. It was also recommended that the manpower training programs be extended to all impoverished people of Indian ancestry.

The workshop on education commented on discrimination against women. It pointed out that although women constitute more than half the teaching staff in education institutions, they are not proportionally found in positions of responsibility. It resolved that part-time and full-time university students be given equitable representation and parity with faculty and administration, to encourage their co-operation in determining the course of academic studies and other matters affecting them.

Mary Carpenter urged a change in the education system for the North that compels Eskimo children to leave their parents at the age of five for 10 months a year for 12 years to get an education in the south. She dubbed the system "cultural genocide" because young Eskimos forget their parents and their culture. She advocated also the building of a university in the North.

Other recommendations from the 10 workshops included: equal pay for men and women; the setting up of a federal ombudsman, and more provincial ombudsmen; the inclusion of a Bill of Human Rights in the Canadian Constitution; and the establishment, by the Canadian Human Rights Commission, of a committee to deal with cultural and language rights.

And finally, delegates voted to form a permanent organization to oversee human rights in Canada. Called the Canadian Council for Human Rights, the main purpose of the new Council will be to focus attention on human rights problems in Canada, and to act as an inspiration for their solution. Kalmen Kaplansky, chairman of the Commission's executive committee, said that the Council would "bring a measure of collective effort" into the field of human rights in Canada. Council backers have already started discussions with private organizations and government officials to provide the minimal $100,000 needed for the first year of operation. The Council will function as a forum of discussion and research and as a source of public pressure, Mr. Kaplansky explained, but it would not function as a civil liberties union to take court actions. Its primary goal would be to fill the gaps between various other human rights groups, and although the Council's main interest would be national rights, it would also show concern for international rights.

And why had Canada not done something like this before? These things must take time to germinate, said Mr. Kaplansky. They have been building up gradually through the years. "The time is now right for this kind of work," was the comment of Prof. Humphrey, provincial President of the new Council. "It will just go on from here."

New Services For Labour and Management

A new mediation service offered by a mediation branch composed of experts is needed to increase the amount of communication between management and labour groups in Canada, Hon. Bryce Mackasey, Minister of Labour, told Parliament in November. Supported by a research staff, and with a detailed knowledge of the industries coming within the federal sphere of jurisdiction, these experts will provide an invaluable service to both labour and management, the Minister predicted. He anticipates that the new services will introduce a degree of continued communication between labour and management that should reduce the areas of friction, and provide the assistance necessary to make collective bargaining more meaningful.

During presentation of estimates of the Department for the coming year to the House of Commons Committee on Supply, Mr. Mackasey described the new look of some of the Department's programs. In anticipation of the report of the Prime Minister's Task Force on Labour Relations, tabled in Parliament in December, officials of the Department were reviewing existing legislation, preparing new laws and evaluating new concepts in order to take advantage of the recommendations of the report.

At the same time, the Minister made known some of his personal views concerning industrial relations in Canada. He noted the lack of communication within the trade union movement, as evidenced by the increasing number of cases in which the general union membership has failed to ratify agreements entered into by its own leadership. He noted also that the failure to ratify agreements is the direct result of the negotiating team's demand for exorbitant and extravagant demands. "The same union leaders then wonder why the rank and file reject the negotiated settlement after they have irresponsibly built up the anticipation of their membership."

NFB photo

Mackasey

Mr. Mackasey foresaw the day when the appointment of a conciliation board in labour disputes may be the exception rather than the rule. "This will mean an expanded role for our conciliation officers, and should impress upon the parties the necessity of reaching accommodation the conciliation officer stage," the M ister said. He cautioned against a f of disruption arising from technologi change. He called for greater co-operati between labour, management and vernment to increase the Canadian p ductivity. This is necessary, he said, meet the costs of bringing the progra of the "just society" within the reach everyone in society. "I will not hesit to arm the Department with the legislati it requires to make it an effective inst ment," the Minister emphasized.

Mr. Mackasey reiterated his comm ment to carry out the findings of Freedman Report (L. G. 1966, p. 4). called also for legislation defining a emphasizing management's responsibil to its employees in the area of technolog al change. "There are ways and means introducing negotiation without usurp management's right to manage," he sa

The departmental estimates for year total $12,693,800 of which $3,576,0 is for statutory items. This figure is reduction of $117,200 from the total the previous fiscal year. Payments Transitional Assistance Benefits to wo ers in the automobile industry dur 1967-68 amounted to $732,394. Ab $900,000 was requested to meet Department's financial needs under plan for 1968-69.

50 Years Ago

In the Labour Gazette February 1919

Canadians were celebrating a quiet New Year, Toronto streetcar fares were slightly less than four cents, waitresses were working seven days a week, and child labourers were still helping to bring home the bacon.

The New Year 1919 came in with more a whimper than a bang, and breweries oss Canada reported that business was t only quiet but dull. Even cigarmakers re not having much call for their wares, t Canadians were eating candies and ier goodies at a great rate. Not surisingly, according to the February 1919 BOUR GAZETTE, aerated water sales re "experiencing the usual seasonal llness."

Toronto streetcar conductors comined that the rising cost of living was idly negating their wage increases in a n recent contract that gave motormen d conductors 30 cents an hour to start, dually increasing to a maximum of 37 nts an hour after three years. The mpany said that, to pay the men higher ges, it would have to raise the fares, ich were slightly under 4¢ a passenger. In a statement issued to a conciliation ard, the men itemized the yearly exnses for a wife and three children — ghtly more than $1,500. "It is unubtedly true that the men do not make y such yearly income," said the conation board judge in noting the statent, "and yet, from what we see of m, they are well dressed and show all apparent prosperity and contentment well-to-do citizens." The judge was tably impressed with the validity of men's statement, however, and the nciliation board awarded an increase 2½¢ an hour to the minimum wage, d an additional 2¢ for those making re than 30¢ an hour.

Five Montreal widows begged for iency when it was discovered that their ildren were under age for working in a tory. The widows told the Chief spector of Factories that they could not ssibly support their families without the of their children's salaries.

In five other cases of alleged child labour, the children were working with the mother or father. "The dearth of adults in all kinds of employment, and the comparatively high wages that children can earn are important factors in the almost insoluble problem of child labour," the inspector said. One widow told him that the six dollars a week her child earned paid for the rent and the fuel.

The inspector's inquiry was precipitated by an accident involving a boy of ten, whose father had sent him to work in the mill. The boy had had his arm torn off in a machine.

And in Medicine Hat, Alta., a committee appointed by the Alberta Federation of Labour zeroed in on the alleged illegal employment of children in a factory situated in the adjacent town of Redcliffe. Proceedings against the management of the factory were dropped when it was discovered that the Justice of the Peace was not only unsympathetic to the charge, but was himself an employer of child labour. The committee were confronted also with parental approval for their children's employment, and the reluctance of other workers to testify if the case came before the Court.

The Ontario Government announced its intention to give a war bonus to public servants. Married men were to get $200, single men were to get $100. But despite the fact that single women made up the backbone of the government service during the war years, no mention was made of them.

A representative of the American Federation of Labor completed an investigation of conditions of waitresses in the restaurants and hotels in Toronto. Her report stated that the highest rate paid in hotels was 69¢ a day if the waitress rooms in the hotel, and 83¢ a day if she rooms somewhere else. In the majority of hotels, waitresses were expected to work seven days a week.

A boy of 15 was killed at work, and his father brought action for damages under the Workmen's Compensation Act of Saskatchewan. The dead boy had been earning $30 a month and had given his entire salary to his parents, who estimated that it cost them $12 a month to maintain him. The trial judge, however, placed the cost of his maintenance at $17.50 a month, and deducting this from his earnings for a period of six years, he arrived at the sum of $900 as compensation.

The father appealed the award, claiming that the amount should be $1,800. A Court of Appeal backed up the father's claim, stating that under the Workmen's Compensation Act of Saskatchewan, compensation was fixed at a maximum amount of $1,800, or the equivalent of three years earnings, not exceeding $2,000. The Court stated that where, as in Saskatchewan, the compensation was not to exceed a definite amount, it should be fixed at the maximum amount recoverable, which in the case was $1,800.

Maritimes lose, B.C. wins in Canadian brain drain

A study of educational attainment in the Canadian labour force reveals that there is a distinct regional brain drain within the country, and that British Columbia is the biggest winner. The study did not look at the brain drain out of Canada. The Atlantic provinces are the losers. More than a quarter of all persons who have attended university in the area were living elsewhere in Canada in January 1966.

Released in November 1968, the survey was conducted in 1966 by the Dominion Bureau of Statistics, which subsequently produced a 53-page report, part of the Bureau's special labour force studies. The report, compiled by Michel D. Lagace of DBS, is titled *Educational Attainment in Canada: Some Regional and Social Aspects* (DBS, Queen's Printer, 75 cents).

British Columbia has experienced a net gain of 60 per cent in the number of university-trained people attracted to the province. The level of education was also higher than in any other region, B.C. having the highest proportion of university-trained people and the lowest proportion with elementary schooling.

Quebec has experienced the smallest outflow of university-trained people, but on the other hand, the province had the largest proportion of people with no more than elementary school. The figure in Quebec was 50 per cent with only elementary school. Only the Atlantic region had a smaller proportion of university-trained people than Quebec. Ontario and the Prairie provinces were close to the national average at all levels of education.

The study suggests that the general increase in educational attainment has been taking place less rapidly among persons whose parents are poorly educated. And children of university-trained parents have a better chance of attending university than others. This association between the generations is highest in the Atlantic region and in Quebec.

Correction

Announcing the merger of the United Packinghouse Workers and the Amalgamated Meat Cutters and Butcher Workmen (L. G., Nov. 1968, p. 640), the LABOUR GAZETTE called the Canadian product of the merger, the "Canadian Food and Drink Workers Union." This, of course, is wrong; the name of the new group is the Canadian Food and Allied Workers. We apologize for this error.

A. L. Hepworth

A. L. Hepworth named CLC educational director

A. L. Hepworth has been appointed Director of the Education Department of the Canadian Labour Congress, the labour body announced in December. His appointment is effective from December 6.

Formerly Director of the International Affairs Department of the Congress, Mr. Hepworth joined the CLC in 1963 and was for a time Assistant Director of the Legislation and Government Employees Department. Throughout his career, Mr. Hepworth has been active in many aspects of organized labour, adult education and safety.

As an employee of Canadian National Railways, Mr. Hepworth in 1935 joined the Canadian Brotherhood of Railway, Transport and General Workers. He came to Ottawa in 1945 to join the national staff of his union as an Executive Assistant and subsequently became the union's Educational Director. Mr. Hepworth in 1962 was appointed Program Director of the Overseas Institute of Canada.

In his new position, Mr. Hepworth succeeds Max Swerdlow, who has been appointed as the first Asian resident regional expert for worker education. After completing a mission in the West Indies, Mr. Swerdlow will take up residence in Bangkok, Thailand.

Mr. Swerdlow in 1934 joined the United Hatters, Cap and Millinery Workers' International Union in Montreal. He soon became an organizer with that union and in 1941 joined the Trades and Labour Congress as an organizer, later becoming Regional Director of Organization for Quebec. His last positi with the TLC was that of Nation Director of Organization and Educatic which he held until the merger in 19 of the TLC with the Canadian Congr of Labour. When the new Canadi Labour Congress was formed in that ye Mr. Swerdlow was appointed Direct of Education.

Hal Banks case cost Government $137,000

It cost the Canadian taxpayer mo than $137,000 to bring charges again Hal Banks (L.G. 1964, p. 260), form president of the Seafarers' Internation Union, and 14 other officials of the unio The 15 men were charged in 1964 wi violating the Canada Shipping Act conspiring to persuade sailors on t Great Lakes to stay off the job.

The charges against 13 of the men we dismissed by a Montreal sessions court 1965. The charge against another w withdrawn in 1967, but the charge agair Mr. Banks is still outstanding. He jump bail and is now living in the Unit States.

Legal fees amounted to $90,796, o taining information leading to the charg cost $17,038, and expenses of witness totalled $9,854. The RCMP put in mo than 2,400 hours of work on the case at cost of $7,505.

Male nurses in Quebec to be licensed

Assurance of prompt action to perm male membership in the Association Nurses of the Province of Quebec w recently given to Miss Madeleine Jalbe President of the Association. The assu ance came from the chief legal adviser the Quebec Department of Health aft a lengthy battle on this issue.

Exclusion of male registrants stems fro the Quebec Nurses Act 1946 which d fines nurse as "any person of the fema sex possessed of the qualifications r quired by this Act . . .," but male studen have in recent years been admitted schools of nursing in anticipation of a early amendment which would allo them to practice in the Province Quebec. Without the amendment a sub stantial number of male nurses now work ing in hospitals as attendants, or studyin in universities, do not have the legal righ to practice their profession.

Quebec is now the only province whic does not permit male nurses to be register ed and licensed.

ndian Affairs Minister speaks on equal opportunities

Many Indian and Eskimo people do
c enjoy the same opportunities for
ring in the advantages and respon-
ities of being Canadian as do other
adians," Hon. Jean Chrétien, Minister
ndian Affairs and Northern Develop-
t, told a November 1968 meeting in
tawa of the Canadian Save the Children
d. Mr. Chrétien said that there were
diametrically opposing views of the
an and Eskimo position. One was
they were victims of an indifferent
ernment and an equally indifferent
ety; the other, that they were mate-
y better off than they had ever been—
h housing programs, increased edu-
nal facilities and community im-
vements.

There are elements of truth in both
ts of view," the Minister said. "But
n afford to be neither an optimist nor
essimist. I must be a realist." The
ister went on to say that he could not
the clock back, nor could he create
ant solutions for the future; but he
ld assist in establishing some of the
ocies that would help the Indian and
imo people reach the goals they
nselves choose to seek.

e pointed out that the main error of
ernment policies in the past was the
ency to impose solutions and shape
policies without consulting the
an and Eskimo people. "In many
s the medium is as important as the
sage. How we do something is as
portant as what we do; and although
clear that government must allocate
greater resources to Indian and
imo communities, it is equally clear
to do so without involving the
genous population in this process
diminish the effectiveness of govern-
t programs," Mr. Chrétien admitted.
he present Indian Act, which had its
s in the Indian Act of 1880, was
lated, he said. "We are proposing to
ge it as soon as possible." But in
r to ensure that the law will be the
t one, the Government was having
eries of meetings with spokesmen
n Indian Bands. "The new legislation
ted will have to respond to the desire
the Indian people to have more
onsibility in the management of their
affairs."

here were two priorities for action,
said. First, expenditures should not
elfare-oriented but should be develop-
t-oriented; and Indians and Eskimos
t have the same access to develop-
t capital as other Canadian citizens.
second priority was the need to
olish trust between governments and
Indian community. "This means that
question of outstanding treaty rights and land claims should be sent to an independent Indian Claims Commission for settlement. I am hopeful that swift action can be taken by Parliament to enact the legislation establishing such a Commission."

The Minister said that all concerned people would undoubtedly want to play a more active role in helping Canada's Indian and Eskimo populations. "We must all be prepared to help; but we must not be too eager to impose our help. We cannot substitute one paternalism for another." The Indian people he said, are organizing themselves into associations, both provincial and national, that are becoming increasingly active and representative.

Relations in Nova Scotia helped by study committee

A Nova Scotia joint labour-management study committee established six years ago has led to improving relations between labour and management groups in the province, according to a paper prepared for the annual conference of the Institute of Public Administration of Canada, held last September.

In the paper, written by Professor Guy Henson, Director, Institute of Public Affairs, Dalhousie University, the author said that labour and management in Nova Scotia have the joint capability of resolving many of their internal operating problems. The committee was organized in 1962 to study whether there was some way to improve labour-management relations without impairing the system of hard bargaining to reach collective agreement. Other objectives were to seek out fair and reasonable guide-posts and procedures for the continuance of free collective bargaining, and to keep to a minimum of restrictive legislation in the province.

The experience of the past six years indicate that there are reasonable grounds for the belief that the co-operation between the groups to work out solutions to many of their problems would be a lasting phenomenon rather than a transient phase, Prof. Henson said. "The formation of their own machinery of joint consultation and joint action, their declaration of mutual acceptance, and their ability to remove many causes of irritation and discord have led to a lessening of tension and hostility. In turn, without impairment of the system of hard collective bargaining, employers and unions have been able to communicate more freely and even creatively about their common interests within the enterprise and within the economy."

Woman represents CUPE at international conference

Grace Hartman, national Secretary-Treasurer of the 115,000-member Canadian Union of Public Employees, represented Canadian women workers at a recent international labour conference in Dusseldorf, Germany. Mrs. Hartman was chosen by the Canadian Labour Congress to attend the Third World Conference on Women Workers' Problems, held from September 30 to October 3, 1968. The conference was sponsored by the International Confederation of Free Trade Unions. ICFTU headquarters are in Brussels, and the Confederation unites the workers of 122 trade union organizations in 94 countries.

Discussion at the conference centred on legal provisions for social and family matters and their repercussions on the status of women workers, the integration of women into the trade union movement, and the employment of women in relation to technological changes and economic expansion.

Some of the resolutions adopted at the conference called for:

- elimination of discrimination between males and females in education, employment, remuneration and promotion;
- full and effective integration and participation of women — as a right — in political and economic decisions made by individual unions and national and international trade union organizations;
- strengthening of trade union organization of women workers; and
- implementation of the Charter of Rights of Working Women adopted by the 1965 ICFTU World Congress.

The conference was attended by 100 delegates representing some 12 million working women from 42 countries.

U.S. employers underpay workers by $80 million

U.S. employers are underpaying their workers at a rate of $80 million a year, says the U.S. Labor Department. Despite a program of inspection and education, the department still finds greater wage chiseling from pay envelopes. The department uncovered underpayments totalling $80,009,717. The total represents wages illegally withheld from 421,916 workers. This was divided among employees who were paid less than the minimum wages set by the Fair Labor Standards Act; those who received less overtime than they were entitled to; employees who were not paid the prevailing wages set by the McNamara-O'Hara Services Contracts Act, and others entitled to higher pay under a 1963 law barring wage discrimination because of sex.

Ottawa policies inadequate for Maritimes, says APEC

"Inadequate, unimaginative and lacking in a real understanding of the nature of Canadian society," is the way the second annual review of the Atlantic Provinces Economic Council sees the public policy response, particularly on the part of the federal Government, to the needs of the Atlantic Provinces.

The review, *The Atlantic Economy*, expresses the council's hope that Canadians will soon recognize the true nature of Canadian society—"that of a bilingual and multi-regional state." In this context, the council says that there is a need for interprovincial structures to work with the federal Government toward the full development of the region, and it sees the study of "Maritime Union" as producing a framework for this purpose.

The council reported "very significant advances between 1961 and 1966 or 1967." Gross regional output in the period rose by about 48 per cent, total personal income by 43 per cent, and investment gain by about 104 per cent. In spite of these advances, the regional unemployment rate was 6.6 per cent in 1967, compared with the national rate of 4.1 per cent. And while the regional labour force rose by 11.2 per cent between 1961 and 1966, the national increase was 18 per cent.

The council found that migration from the area has not been slowed, that the income gap has not been closed, and that APEC development goals of a year ago are far from fruition. But the council still looks forward to the day when "each region will become an integral and important part of Canadian society." The federal Government, the report says, will have to establish new machinery for the full development of each of the country's regions according to the needs and potentials of each region.

At its annual meeting in Halifax, in October, the APEC discussed the future of the region. Nelson Mann, APEC Executive Vice-President said after the meeting that nobody at the conference was clear about the direction in which the economy of the region is heading. He considered this a positive outcome of the conference, saying that "Until today, very few people have been prepared to face up to this reality."

W. J. Woodfine, Professor of Eco omics at Saint Francis Xavier Universit Antigonish, N.S., said, "It is simp ridiculous to think we can pull ourselv up by our own bootstraps. I have bee attending conferences on Maritime eco omic problems for the past 15 years. T gap has got wider, not smaller."

Representing the federal Governme at the meeting, Forestry and Rural Deve opment Minister Jean Marchand set 15-year objective to eliminate econom disparity in the Atlantic region. M Marchand admitted that he had no maj plan for the region, aside from plans consolidate a number of existing agenci under the new department. The Gover ment, he said, will contribute up $125,000 toward the cost of a study maritime union, if the three Atlant Provinces are prepared to match the co tribution. As possibilities for new grow projects, Mr. Marchand suggested a dee water terminal, better highway links central Canada and New England, a the provision of cheaper power, possib by the construction of a tidal power pla

Readership Survey

Thanks for the Suggestions; Changes Coming

Thanks to suggestions from our readers, and their replies to a questionnaire sent to a large sampling of subscribers in November 1967, some changes will be made to increase the appeal and utility of the LABOUR GAZETTE. More than 2,400 readers took the time and trouble to respond, and we are grateful for their help.

The results of the survey have been analyzed and compiled by staff members and a computer, and a lot of discussion and thought has been given to ways of implementing some of the changes and improvements suggested. They will be introduced gradually over the next few months.

To increase the validity of the LABOUR GAZETTE readership survey, the subscribers' list was broken down into occupational groups so that one group's opinions would not be over-represented in the results. Of the 2,450 questionnaires returned, 68 per cent were from union members or leaders and from men in business and industry; 10 per cent were from federal or provincial government officials; 6 per cent from libraries; 4 per cent from universities and schools; and 12 per cent from all others.

The results of the survey show that these different groups have different uses for the LABOUR GAZETTE and a preference for different departments or features of the LABOUR GAZETTE. Of union members sampled, their first three choices were: conciliation board reports, labour law and wage schedules. Business men preferred labour law, current labour statistics and conciliation board reports, in that order. Government officials chose labour law, current labour statistics and the employment re iew.

Libraries receiving the LABOUR GAZETTE preferred the LABOUR GAZETTE's feature articles, current labour statistics and the statistics section. Choices for universities and schools were feature articles, labour law, and current labour statistics. Of all others sampled, their favourite sections were: labour law, conciliation board reports and current labour statistics.

Summing up all preferences for departments and articles in the LABOUR GAZETTE, the most popular sections seem to be: labour law, wage schedules, current labour statistics, conciliation board reports, feature articles, and the statistics section.

As well as preferring different sections of the LABOUR GAZETTE, readers had different uses for the magazine and many had more than one use for it. The most important reason for using the LABOUR GAZETTE is for reference and research purposes, said 1,630 respondents. For keeping up with labour news, said 1,135 persons. For teaching purposes, it is used by 109 and all of these above uses, by 260 persons. Thirty-five respondents used the LABOUR GAZETTE for other reasons.

What Price Harmony?

A study of industrial relations in the pulp and paper industry in the Atlantic Provinces.

Dr. Hem C. Jain, the author of this study, is an Associate Professor of Management, and Director of the Management Development Seminar at Sir George Williams University, Montreal. His principal teaching and research interests have been in the areas of Labour and Industrial Relations, Training and Executive Development and Organizational Behaviour.

Dr. Jain's article summarizes the findings of a research project undertaken with an award granted under the Canada Department of Labour's University Research Program (L. G. 1966, p. 428; 1967, p. 17). The grants are made annually by the Department on the recommendation of a joint Labour Department-University Research Advisory Committee, to encourage and facilitate research in all phases of labour economics and industrial relations.

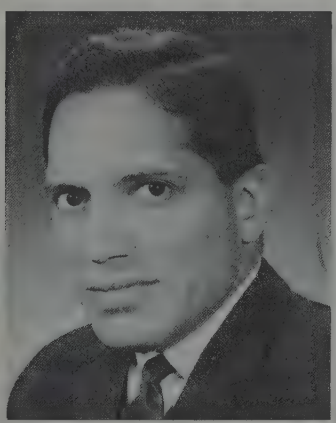
"Favourable economic conditions in the six large pulp and paper companies in the Atlantic Region have provided a strong incentive for harmonious relations between union and management," said Dr. Hem C. Jain, in a report of a comparison study of six large companies and the smaller companies in New Brunswick, Nova Scotia and Newfoundland.

"The collective bargaining experience of the six large companies in the period 1953 to 1963 indicated that they followed the settlement pattern set by the Canadian International Paper Company, an industry wage leader in Eastern Canada. "Many large plants are wholly owned subsidiaries of large paper corporations, and the same unions are involved."

Dr. Jain pointed out that two of the six large firms, Fraser and Bathurst, broke the pattern in 1960. Their final settlements were below the industry rates, and yet substantially higher than the wages paid by the six small mills in the Atlantic Region. "It would seem that the extent to which pulp and paper companies follow the settlement pattern varies with the size and the financial position of the individual companies, as well as with the economic prosperity of each sector of the industry." Dr. Jain said that, in the post-war years, agreement on major issues was reached either through multi-employer group bargaining or through pattern-following. "This suggests the strong influence of economic and organizational factors on the process of accommodation."

There was a noticeable improvement in the climate of labour relations in the post-war years. "In 1960, for example, when two large non-newsprint companies declared that their competitive and financial situation did not permit them to follow the industry pattern any longer, the international union leaders, after tough bargaining, were willing to accept a compromise settlement." All the large companies introduced technological changes during the 10-year period and took pains to give advance notice to their employees. They worked also in close co-operation with the unions to minimize the hardships on individual workers. No technological changes of any significance took place in the six small mills during the 10-year period.

The smaller companies experienced increasing marketing difficulties as a result of severe competition, overcapacity in production, and fluctuations in prices. Management, therefore, could not pay the same rates as those paid by the larger companies. The workers, too, were willing to accept lower wages because the pulp and paper mills are located in an economically depressed area where roots in the community are strong.



Dr. Hem C. Jain

"The international pulp-sulphite workers' union was careful not to force its wishes on the local members because they would prefer to see them employed rather than force the mills to close down by insisting on wage parity," Dr. Jain said. "But it is interesting to note that, during the 10-year period, the international pulp-sulphite workers made two attempts to obtain industry rates in small pulp mills — Irving Pulp Limited in 1961, and Nova Scotia Pulp Limited in 1963." Management at both mills refused to pay more than the area wage rates for the same and similar work; and in both cases a large majority of the local union members voted to strike. But the fact that a 35-day strike took place at Nova Scotia Pulp, while it was called off at Irving Pulp just two days prior to the date set for it was significant, Dr. Jain said.

"It appears that the local union members at Irving Pulp were afraid of the overwhelming bargaining power of K. C. Irving," Dr. Jain pointed out. "Mr. Irving employed about 10 per cent of the labour force of the Province of New Brunswick in his various enterprises, which include such local communications media as TV, radio and newspapers. And he had a reputation for winning his battles against unions in the courts." Faced with Mr. Irving's unwillingness to compromise, and the prospect of defeat, the local union members decided to call off the strike before it began; and they were forced to accept virtually the same terms that management had offered at the beginning of negotiations.

In view of the firm's financial difficulties at Nova Scotia Pulp, management's immediate objective was to avoid increased labour costs, Dr. Jain added. The international union's immediate goal was

Continued on page 97

Social Assistance Legislation In Canada, 1966-67

Major changes occurred in Canadian assistance programs during 1966 and 1967 as a result of new legislation or amendments to existing Acts or regulations. In 1966, Parliament passed the Canada Assistance Plan, which provided a comprehensive framework for increased federal sharing in the cost of assistance and services provided by the provinces and municipalities to persons in need. During this period, nine provinces made changes in their legislation, many of which were designed to take advantage of the increased federal aid available under the Canada Assistance Plan.

New Acts were passed in Prince Edward Island, New Brunswick, Ontario and Saskatchewan, where mothers' allowances were discontinued as separate programs.

In Prince Edward Island and New Brunswick, the provincial governments assumed responsibility for the financing of all assistance in the province; and in New Brunswick, the province assumed also the responsibility for the administration of assistance. The Saskatchewan Assistance Act provided one comprehensive program of assistance for all needy persons, irrespective of the cause of need.

In Ontario, a number of programs of provincial aid to persons with long-term need were consolidated under The Family Benefits Act. Saskatchewan and Ontario both discontinu receipt of applications under the three federal-provincial ca gorical programs of old age assistance, and blind persons' a disabled persons' allowances, and made provision under th revised programs to aid persons in these categories.

Subsidies to the municipalities for the costs of the administ tion of assistance and services were authorized by a number provinces. Qualifications for personnel were set in several p vinces, and the importance of preventive and rehabilitative servi was emphasized. Particular emphasis was placed on prevent services by Alberta, which enacted The Preventive Soc Services Act whereby it provided for provincial sharing in costs of local preventive programs designed to benefit community generally.

Eligibility requirements were liberalized in several provinc and rates of assistance were increased in all provinces. No n legislation was adopted in British Columbia, but rates of assi ance were increased by administrative orders.

Although not an assistance program in the usual sense of word, the Family Allowances program established by Quel in 1967 to supplement the federal program for children un 16 years of age is mentioned here. Summarized below are so of the major changes in the various jurisdictions.

The Canada Assistance Plan

THE Canada Assistance Plan, assented to on July 15, 1966 and effective from April 1, 1966, provides a single administrative framework for federal sharing with the provinces of the costs of assistance and welfare services to persons in need. The main objectives of the Plan are to support the provision of adequate assistance to persons in need, and to encourage the development and extension of welfare services that have a preventive or rehabilitative emphasis.

The Plan is designed to replace the Unemployment Assistance Act and three federal-provincial categorical programs: old-age assistance, and blind persons' and disabled persons' allowances. Under the Plan, the provinces may discontinue the receipt of applications under the latter programs, or they may continue separate administration of these programs. Provisions for contracting out of certain shared-cost programs are applied to Quebec's agreement under the Plan. The Plan also authorizes the federal Government to enter into an agreement with any province to share the costs of ass ance and services on a 50-50 basis. T Plan covers costs shared previously un the Unemployment Assistance Act; addition, it extends federal cost-shari to the following:

- assistance to needy mothers w dependent children;
- maintenance of children in the c of provincially approved child welf agencies;
- health care services to needy perso and

extension of welfare services to pre-
t or remove causes of dependency, or
assist persons receiving assistance to
ieve the greatest possible degree of
-support.

Under the Canada Assistance Plan, the
y eligibility requirement is that of
d, which is to be determined by a needs
and without reference to employment
us. A province may not require a
iod of residence as a condition of
istance or continued assistance, and it
st agree to establish appeal procedures.
Plan does not place any ceiling on the
es of assistance to be shared, but leaves
provinces free to set the amounts and
ditions of aid. Separate agreements
y be entered into to provide for the
ring of the costs of work activity pro-
s intended to help persons who have
sual difficulty in obtaining and retain-
employment, and for the sharing of
costs of extending provincial welfare
ices to Indians on reserves, on Crown
ds or in unorganized territory.

Newfoundland

NEWFOUNDLAND'S Social Assist-
e Act was amended and new regula-
s were issued during the period under
ew.

he major change in the Act occurred
1967, when the residence provisions
e amended to require only that a
son be physically present in the pro-
e at the time of his application for
stance. Among other changes, the new
lations raised the ceiling on allowable
ts and income, increased rates of
stance, and authorized allowances for
s of need not previously covered.

he amount of liquid assets permitted
licants for long-term assistance was
eased from $500 to $750 for an adult
from $1,000 to $1,250 for a family.
allowable income for families was
nded in 1967 to $720 for a family of
persons, and to $1,080 for a family
ree or more.

he monthly food allowance was in-
sed, effective July 1, 1966, and again
n April 1, 1967, to $35 for the first
lt, $30 for each additional adult, and
for each child. These rates now apply
to short-term assistance. The month-
lothing allowance for adults was ex-
ed to include a personal care item of

1966, a rental allowance for single
ts that varied according to circum-
ces was authorized and in 1967, a
orm rate of $20 a month was set.
in 1966, provision was made for a
ehold maintenance allowance for
e-owners — $20 a month for a person
g alone, and $25 for the head of a household. A rate for board and lodging in unsupervised boarding homes was set in 1966, with some changes in 1967. The rate for an adult is $50 with a relative, and $70 with a non-relative. The corresponding rates for children are $20 and $30. The special rates for board and lodging for incapacitated adults in special-care homes were raised in 1966, with some additional changes in 1967. The allowance for a foster child living with a guardian was increased several times to $35, effective from April 1, 1967.

A new provision in 1966 authorized an allowance for housekeeper services — up to $45 a month for relatives, and up to $60 for non-relatives.

The additional allowance which may be granted to a family in special circumstances was increased from $30 to $50 a month in 1966, and in 1967 was made payable to a single adult. The maximum assistance for house repairs was raised in 1966 and again in 1967 to $1,200, with, as previously, provision for additional amounts with the approval of the Minister, or of the Lieutenant Governor in Council, depending on the amount.

Prince Edward Island

THE Welfare Assistance Act enacted in Prince Edward Island in 1966 repealed the Social Assistance Act and the Mothers' Allowances Act, and made provision under one comprehensive program for the payment of assistance to all needy persons. Under this Act, the province assumed responsibility for the cost of assistance and welfare services, without any requirement for a financial contribution from municipalities. Residence requirements were eliminated, and provision was made for appeals against administrative decisions.

Regulations under the Act prescribing conditions of eligibility, the method of determining need, rates of assistance, appeal procedures and other matters became effective from October 26, 1966, the date the Act was proclaimed in force.

The budget deficit method is to be used in determining eligibility and the amount of the allowance. Certain items are exempted from calculation of available resources. These include liquid assets up to $500 for each recipient, but they must not exceed $1,000 a family and casual earnings of up to $20 per month.

Rates for various items of basic need and special need are now specified. These include:

- a monthly food allowance of $30 for each of the first two adults in a family, $20 for each additional person, and $15 for each child under 12 years of age;
- a monthly clothing allowance of $15 for the family head and $10 for each additional person; and
- a rental allowance of $40 (rural) or $60 (urban). An allowance for fuel and utilities may be granted on the basis of actual cost.

Under the newly established appeal procedure, a dissatisfied applicant or recipient may appeal, first to the Director of General Welfare Assistance, and then to the Appeal Committee, which is comprised of three persons appointed by the Lieutenant Governor in Council for a three-year term. The Committee's decision is final.

Nova Scotia

A NEW Social Assistance Act, passed in Nova Scotia in 1966, came into force on August 1, 1966. Like its predecessor, the new Act is in two parts. Part I provides for provincial assistance to needy mothers, foster parents and disabled persons, and, by a 1967 amendment, supplementary allowances to recipients of old age assistance and blind and disabled persons' allowances; Part II governs municipal assistance. The regulations under the new Act were amended in 1967.

Among other changes, the revised legislation extended coverage, introduced the budget deficit method of determining need for both provincial and municipal assistance, set rates for the various budget items, provided for appeals, and made some changes in the administration of municipal assistance and in provincial-municipal cost-sharing provisions.

The provincial assistance program was broadened in 1966 through an extension of the basic age of children from 16 to 18 years, an increase in allowable assets, the elimination of qualifying periods for mothers whose husbands have deserted them or are imprisoned, and an extension to an unmarried mother who is maintaining a home for herself and her child. Amendments in 1967 extended coverage further by providing for supplemental assistance of up to $25 a month to a recipient of old age assistance, or of a blind or disabled person's allowance whose assets do not exceed $1,000, or if married, whose assets including those of his spouse, do not exceed $2,000.

Under the provincial scale of rates for the items of basic need, the monthly food allowance is $24 for adults, $28 for children 12 to 18 years, $20 for children 7 to 11 years, and $14 for children six years and under. The corresponding clothing allowances are $9, $10, $7 and $6. Adults are allowed $4 a month for miscellaneous essentials, and children $5, $4 and $3, according to the age range. The actual cost of other items may be allowed,

subject to monthly maximums. A new provision, added in 1967, permits an amount for special needs not exceeding $40 a month, to be included in a person's budget deficit if the Minister of Welfare approves. Persons with special needs may also be granted assistance in excess of the overall monthly limits.

The allowance payable to a disabled person is 100 per cent of his budget deficit, subject to a monthly maximum, which was set at $55 in 1966 and increased to $75 effective April 1, 1967. The amount payable to a needy mother, set at 60 per cent of the budget deficit in 1966, was increased to 70 per cent effective April 1, 1967, with no change in the family maximum of $150 a month. Payments on behalf of foster children are set at $25 a month for the first child, and $20 a month for each additional child.

Under the regulations governing municipal assistance, rates for items of regularly recurring need are the same as for provincial assistance, and income is calculated in the same way. Minimum weekly and monthly amounts of assistance are specified, and amounts below the minimum may be given only if the budget deficit is a lesser amount. Changes were made also in the formula for provincial reimbursement of assistance expenses incurred by municipal units in 1966 and again in 1967 to take account of the fiscal capabilities of the municipalities. Under the 1967 amendment, the province pays 75 per cent of the costs, including costs of administration, or an amount equal to the provincial share of the costs of the foundation program of education as determined under the Education Act, whichever is greater.

The new appeal procedures are the same for both provincial and municipal assistance. A person who is dissatisfied with a decision of the administrator or a local welfare committee may, with the permission of the Director of Social Assistance, file an appeal that will be heard by a tribunal composed of three members appointed by the Minister of Public Welfare.

New Brunswick

THE Social Welfare Act of New Brunswick, enacted in 1966 and effective January 1, 1967, made major changes in the administration of assistance. The provincial Government, formerly responsible for the administration of assistance to needy mothers, assumed also the welfare functions previously performed by municipalities. The new program is administered through a network of provincial district offices. Municipal residence is no longer a requirement. Provisions relating to eligibility requirements, rates of assistance, welfare services and appeal procedures are contained in the Social Welfare Regulations, which became effective January 1, 1967.

Among the items excluded from calculation of available resources are the following: liquid assets up to $500 for each recipient, or up to $1,000 a family; the cash surrender value of insurance up to $1,000 and casual earnings up to $20 per month. A single schedule of rates applies to all recipients of aid. It includes the following allowances:

- a maximum weekly food allowance of $6 for one adult, $4 for the second adult and for each additional person, and $3 for each child under 12 years of age;
- a clothing allowance, payable after three months receipt of assistance, of $10 a month for the head of the household and $5 for each additional person; and
- a monthly rent allowance of $40 (rural) and $60 (urban). Allowances granted may not exceed an amount "considered to be a reasonable standard in the community."

A recipient who is dissatisfied with a decision or treatment received at a district office, may request that his case be reviewed by the Director of Social Welfare, and may make a further appeal to the Appeal Committee, a three-member appeal body appointed by the Lieutenant Governor in Council for a term of three years. The Committee's decision is final.

Quebec

THERE were two major developments in Quebec: an amendment to the Needy Mothers Assistance Act in 1966, and the enactment of the Quebec Family Allowances Act in 1967.

Needy Mothers Assistance Act

The amendment to the Needy Mothers Assistance Act, which took effect from April 1, 1966, raised the maximum monthly allowance for a mother and one child from $85 to $95, and the amount payable on behalf of each additional child from $10 to $20. The allowable outside annual income was raised from $600 to $1,000.

Quebec Family Allowances Act

The new family allowances program that took effect from April 1, 1967 is designed to supplement the federal scheme. It provides for the payment of the following allowances at the end of each six-month period to persons satisfying the relationship and residence requirements in respect of children under 16 years of age: $15 for one child; $32.50 for two children; $52.50 for three children; $77.50 for four; $107.50 for five; $142.50 for six; and an extra $ for each child after the sixth. The allowances are increased by $5 for each child between the ages of 12 and 16 years. To qualify for these allowances, children must be attending school regularly from the time that they are first required to do so, unless prevented by physical or mental infirmity.

Ontario

DURING this period, there were a number of significant changes in Ontario's social assistance legislation. The Family Benefits Act, 1966, was enacted to amalgamate, with some changes, a number of categorical programs. Regulations under this Act, setting out the details of the new family benefits program, were issued in 1967. The General Welfare Assistance Act was amended in 1967, and a complete revision of the general regulations governing municipal assistance was issued.

Family Benefits Act and Regulations

The Family Benefits Act, 1966, proclaimed in force April 1, 1967, provides for provincial allowances and other benefits under a single program to categories of persons formerly assisted under a number of separate programs — the elderly, the blind, the disabled, mothers with dependent children, dependent fathers, and needy widows and unmarried women 60 years and over. Also, allowances and other benefits are payable to wives of old age pensioners and to wives or widows of recipients of provincial allowances who would not otherwise qualify for an allowance. Financial assistance may also be granted on behalf of children impaired as a result of the natural mother having taken the drug thalidomide.

There were major changes in eligibility requirements. Prior residence in the province is no longer a requirement, the regulations stipulating only that a person must be a resident of Ontario at the time of his application. Allowances on behalf of dependent children who are attending an educational institution and are making satisfactory progress in their studies have been extended from the end of the school year in which the 18th birthday falls to 21 years of age. The age at which an unmarried mother may qualify for an allowance for her dependent child has been lowered from 18 to 16 years. There is no longer a waiting period for a dependent father whose wife has deserted

n or is imprisoned in a penal institution. The qualifying period for two classes of men 60 years or over has been reduced for a deserted wife, the period of desertion has been reduced from six months to three months, and for a separated wife, the period of separation has been reduced from seven to five years.

Certain liquid assets are permitted. A single person may have liquid assets up to $1,000; a married couple may have combined assets of up to $1,200 if the spouse is under 60 years of age, and of up to $1,500 if the spouse is 60 years or over. An applicant with children is allowed $300 for each dependent child. A foster parent is not eligible for an allowance if the foster child has assets in excess of $300.

As under the former mothers' allowance program the schedule of prescribed budgets covers certain items of basic need: food, clothing, household supplies, personal requirements, and, also under these regulations, utilities. The amount specified for a single person is $72; for two adults, $96; and for two adults and one child under 10 years, $116.

The shelter allowances formerly applicable to recipients of mothers' allowances and dependent fathers' allowances apply with some changes. A minimum monthly allowance of $23 for a single person is now specified, and the shelter allowance for families ($75 for unheated premises and $85 for heated) may be increased by $5 for each beneficiary in excess of two.

The former overall monthly maximum of $300 has been increased by $10 for each beneficiary in excess of four.

General Welfare Assistance Act

The General Welfare Assistance Amendment Act, 1967, and the revised regulations gazetted on July 15, 1967, made a number of important amendments in the legislation governing municipal assistance to needy residents. Among other changes, it became mandatory, rather than optional, for municipalities to grant assistance for the basic necessities at the amounts specified in the regulations.

The allowances for various budget items were raised. For example, in the schedule of pre-added budgets covering food, clothing and personal items, the monthly amount now specified for a family with one child three years of age is now $99 instead of $71.30. The shelter allowance for the head of a household — $65 for unheated premises and $85 for heated premises — may be increased by $5 for each dependant in excess of one. There is now a separate allowance of up to $8 a month for utilities, which may be increased by $1 a month for each dependant up to a maximum of $12. An allowance of up to $7 a month for household supplies is now authorized.

The former total shareable monthly maximum of $300 may now be increased by $10 for each dependant in excess of three.

Provincial sharing of welfare costs was extended. The provincial Government will now reimburse the municipalities and district welfare boards for 50 per cent of the costs of administration of assistance and of a wide range of welfare services. The provinces will also pay 50 per cent of the costs of "special assistance." Special assistance, which may be granted at the option of the municipalities, covers such items as prescription drugs, optical services, and travel and transportation. No municipal residence requirements are specified. Municipalities are reimbursed in full by the province for assistance to a recipient during his first year in the municipality, however, if he was residing outside the province or in territory without municipal organization in the year prior to his application for aid.

Manitoba

DURING this period, certain sections of Manitoba's Social Allowances Act were proclaimed in force, and amendments were made to the Act and regulations. Provincial allowances were extended by proclamations bringing into force sections of the Social Allowances Act providing for allowances to certain categories of mothers: effective October 1, 1966, to a mother who has been deserted by her husband for a period of one year; and, effective January 1, 1967, to a mother whose husband has been sentenced to imprisonment for one year or more, and to an unmarried mother caring for two or more children in her own home.

Under the 1966 amendment to the Social Allowances Act, which became effective April 1, 1967, municipalities are required to meet certain criteria before the province will share in assistance costs. A municipality must: establish a schedule of assistance that meets the cost of basic necessities; provide for an appeal procedure; and grant assistance to needy persons without regard to their residence. The province will reimburse a municipality for the full amount of assistance given to a person who is not a resident of the municipality.

In 1966, the right of appeal, previously applicable only to provincial assistance, was extended to assistance administered by municipalities with bylaws providing for appeals. Appeal proceedings were expedited also by reducing the time that may elapse between certain stages of the procedures. The province was authorized also to reimburse each municipality for 50 per cent of the amount by which salaries of certain welfare staff exceeded those for 1964. The Social Allowances Act was further amended in 1967, authorizing municipalities to provide welfare services to indigent persons, with provision for provincial sharing in the costs of such services on the same basis as for costs of assistance. The services provided must be approved by the Minister of Welfare in respect of that municipality.

Some of the rates under the provincial social allowances program were revised by regulation. The monthly rates for food were increased in 1966, and again in 1967. In 1966, the rates for room and board for persons living away from home were increased by varying amounts, depending on the type of arrangement. Also, an allowance of $70 a month in lieu of room and board was authorized for single persons whose living arrangements require restaurant meals. The allowance for household and personal needs was extended, effective April 1, 1966, to include an additional $5 per month for each blind recipient, and an additional $2 for each ambulant recipient in an institution for the aged and infirm. In 1967, the latter amount was raised to $7.

In 1967, two additional grants over and above the prescribed shelter allowance were authorized: up to $10 a month if special accommodation is required because a beneficiary is disabled, or a family comprises more than four persons; and up to $10 for families and single persons, and up to $20 for two adults living together, provided that the Director of Public Welfare considers the accommodation to be socially adequate.

Saskatchewan

IN Saskatchewan, a new assistance program, under which all aid is granted on the basis of need irrespective of the cause, was established by the Saskatchewan Assistance Act, 1966, and the Saskatchewan Assistance Regulations, which became effective April 1, 1966. Applications for assistance under the federal-provincial programs — Old Age Assistance, Disabled Persons' Allowances and Blind Persons' Allowances — were discontinued, and assistance to these categories of persons provided under the new Act.

The legislation provides for the administration of assistance by either municipal or provincial units (regional offices of the Department of Welfare). Municipalities, either singly or in association with other municipalities, may form local units to administer the plan, provided that they meet the requirements of the regulations. Where the municipalities do not choose to form a unit, the regional offices of the

department are responsible.

To ensure that a proposed municipal unit meets the provincial requirements, it must be accredited by an accreditation committee composed of seven persons appointed by the Minister of Welfare. To qualify for accreditation, a unit must adopt objectives consistent with those of the Saskatchewan Assistance Plan — that is, it must provide persons in need with adequate assistance, including health services, and must make available appropriate counselling, rehabilitative and preventive services. Also, it must establish a Board of from five to 10 members, representative of the community, to evaluate needs in the community, to suggest changes and improvements in the services offered, and to interpret needs and services to the community. The regulations also specify the staff to be employed by a unit, requiring that there be at least one supervisor, three field workers and one clerical staff. Also, minimum educational standards are laid down for supervisors and field workers.

A Provincial-Municipal Advisory Board of up to 12 members was established to review, assess and make recommendations concerning the assistance program.

Rates for some items of basic maintenance were revised, and allowances were authorized to meet some additional items of special need. A separate schedule of monthly allowances for persons requiring short-term, emergency or interim assistance was established in 1966. Amounts are specified to cover food, clothing, fuel, utilities and personal and household needs for a single adult ($59.25) and for varying sizes of family units (for example, $87.75 for a family with one adult and one child, $126.75 for a family of two adults and one child.)

The food allowance for recipients of long-term aid was increased in 1966 and again in 1967. Effective from April 1, 1967, the maximum monthly food allowance for an adult was raised to $26.50, and the food allowances for children were increased to $14.50, $21.00, $26.00 and $28.00, depending on the age range. In 1967, a new allowance of $2.70 a day for restaurant meals purchased by a recipient living in a rented room was authorized.

In 1966, increases were made in certain fuel allowances, in the allowance for electricity, and in the rates for meals and accommodation purchased away from home. Also, the allowances for personal and household needs were raised with further adjustments in 1967. In 1966, a special-care allowance of up to $25 a month was authorized for a handicapped person to enable him to pay for tasks that he is unable to perform.

Maintenance allowances for needy persons in nursing homes and special-care homes were raised in 1967.

Alberta

DURING this period, Alberta enacted a new measure, The Preventive Social Services Act, and amended The Public Welfare Act and the Social Allowance Regulations.

Preventive Social Services Act

The Preventive Social Services Act, assented to on April 7, 1966, is designed to "develop community awareness and resources, to strengthen and preserve individual initiative, and to forestall as far as possible the breakdown of the family." In force from July 1, 1966, the Act authorizes a municipality to provide for the establishment, administration and operation of local preventive social service programs, or to enter into agreements with other municipalities for the joint provision of such services, and to appropriate money for these purposes. The role of the province is to provide consultative and advisory services.

The Administrative and Policy Guide, adopted as regulations under the Act, defines a "preventive social service as one designed to develop community awareness and resources, to strengthen and preserve human initiative and to preclude individual and family breakdown. It is any activity that is available to all members of the community on a voluntary basis for the enrichment of their physical, mental and social well-being."

A provincial advisory body, the Preventive Social Services Committee, was established to examine every phrase of development, and to make recommendations to the Minister of Public Welfare on program and policy matters. The Director of Social Planning and Development of the Department of Public Welfare is chairman, and senior personnel from the Departments of Health, Education, and Youth are also represented on the Committee. The Act provides for provincial reimbursement to a municipality for 80 per cent of the following expenditures: costs of administration of material aid given needy persons under The Public Welfare Act; municipal expenses for the administration of preventive social services programs; and the cost to the municipality for the establishment and operation of such programs.

Public Welfare Act

The 1966 amendment to The Public Welfare Act added provisions that took account of The Preventive Social Services Act, established the Public Welfare Commission — an advisory body with certain standard-setting and appeal functions — and liberalized eligibility requirements.

In 1967, the Act was again amended to modify the residence requirements, and to consolidate in this Act all provisio formerly contained in the various mur cipal Acts related to the duty of mur cipalities to provide assistance to indige residents. A municipality is now respons ble for providing material aid to a indigent person who has lived in t municipality for at least 12 months pri to his application for aid and who, duri that time, has not received assistan from another municipality or from t province. The municipality must co tinue to provide aid for 90 days after has moved elsewhere; the province responsible for providing aid after 9 days.

The annual amendments made durir 1966 and 1967 to the Social Allowanc Regulations under The Public Welfa Act raised food and clothing rates bring them into line with current livi costs.

IFCTU Adopts New Name To Reflect Universality

At its 16th convention, held in Luxer bourg in October, the Internation Federation of Christian Trade Unio became the World Confederation Labour. By adopting a more univers name, the Confederation believes that is presenting a more realistic picture of t world labour movement as it is toda Representatives from 66 countries we almost unanimous in their acceptance the new name and a new charter of guidir principles.

Without discarding the values inhere in its policy for the past 49 years, t delegates agreed that the Confederatio is to serve all the workers of the worl without discrimination as to race, cree colour or sex. They agreed also that t rights of individuals or groups must b ensured through the defense and prote tion of political, economic and soci interests as well as moral, spiritual an cultural interests.

To mark the 20th anniversary Human Rights and the 50th anniversa of the International Labour Organizatio the Confederation is in the process planning a meeting for May 1969 t establish new structures that will assu the smooth operation of the movemer throughout the world. It will ask th Heads of State of all countries to restor individual freedom to those who migh have lost it defending the interests workers. The Confederation is asking als for freedom of association wherever it denied.

Marcel Pepin, President, and Raymon Parent, Secretary General, of the Con federation of National Trade Unions, re presented Canada at the convention.

LO Regional Conference Adopts Asian Manpower Plan

stablishment of an Asian Manpower , aimed at achieving concerted and tive action by countries of the Asian on to attain the highest possible level roductive employment, was decided he 6th Asian Regional Conference of International Labour Organization, in September at Tokyo, Japan. The erence attracted a total of 170 persons n 24 countries.

a resolution adopted unanimously lenary session, the conference en- ed and adopted the concept of an n Manpower Plan "as a framework rnational, regional and international on concerning employment and man- er policies and programs." The main ose of the plan is to provide a means timulating such action and to co- nate, facilitate and harmonize the and efficient utilization of multi- al and bilateral development assist- to the region in this field.

he conference called on the develop- ountries of Asia to direct their econo- and social policies and plans, in- ing their population policies, toward achievement of higher levels of pro- ive utilization of their populations. ked them in addition to provide for:

increase in employment through the ernization of the rural sector, in- ing radical reforms and the develop- t of handicrafts and small industries; development of productive skills ugh the reorientation of education the improvement of vocational train-

optimal utilization of available man- er through vocational guidance and opriate incentives; and development of natural resources and expansion of intra-regional trade.

he conference called on the ILO to proceed to the formulation, adoption and implementation of the Asian Manpower Plan. The ILO Director-General David A. Morse described the central theme of the conference's work — the development and utilization of human resources — as the basic issue in a critical stage in Asia's history. Mr. Morse, said, "We shall attempt to achieve the highest possible level of productive employment in Asia; and thus to create the conditions in which the least fortunate and most poverty-stricken people can enjoy adequate and stable standards of living by being given an opportunity to contribute to their country's development and to derive benefit from it."

Several persons who spoke in the plenary discussion of the Director-General's report drew attention to the manpower situation in Asia as it now exists. References were made to the recommendations arising from the 5th Asian Conference of the ILO, held in 1962 in Melbourne, Australia (L. G. 1963, p. 306). Many speakers referred to the growth of employment problems despite the effects of population control in reducing the birth rate in certain countries. Delegates called for greater allocation of financial and personnel resources and a more equitable share of the resources of the ILO.

A resolution on population policy was submitted to the conference. It reflected the concern of many delegates that the continuing population explosion doomed to futility the effectiveness of the Manpower Plan, even though there has been some reduction in birth rates in Asian countries. The selection committee of the conference recommended that technical committees should be established to consider social security and management development. The delegates discussed also the need for expanded social security systems in many Asian countries in view of the breakdown of the traditional support that workers previously obtained through close ties with their families and rural communities. They examined an ILO survey, which found that social security systems still have a narrow base in most Asian countries, with a need to increase the number of occupations covered and to provide for new stress on preventive medical services.

The survey also pointed to the need for a gradual shift away from the principle that individual employers should be liable for the health and welfare of their employees. Instead, social security systems based on the idea of pooled risks by a group of employers might be developed. Steps that could be taken to improve management development and personnel relations as a means of ensuring economic expansion and the welfare of workers was also considered at the conference. The shortage of middle managers, specialists and trained clerical staff in many Asian countries was evaluated.

Canada was represented at the conference by Bernard Wilson, Assistant Deputy Minister of the Department of Labour, who was sent as an observer. The Canadian member of the Governing Body delegation to the conference was Joseph Morris, Canadian Labour Congress.

At the fall session of the Governing Body, held in Geneva in November 1968, action by the ILO to help developing countries moderate their population growth was approved in principle. The Governing Body endorsed the concept of the Asian Manpower Plan. The plan will be part of the ILO's efforts to increase employment and training opportunities as part of its World Employment Program, initiated in 1969, the 50th anniversary of the ILO.

Industrial Safety and Workmen's Compensation Legislation, 1967-68

An important event in the field of federal jurisdiction was the coming into force of the Canada Labour (Safety) Code under which safety regulations for the federal industries may be made.

Legislation on safety was tightened and expanded in several provinces.

Changes based on the recommendations of a Royal Commissioner in British Columbia and in Ontario, and a consolidation and revision of the Nova Scotia Act, were the major occurrences in workmen's compensation legislation. Less extensive amendments were made in Saskatchewan and Prince Edward Island and in the federal Government Employees' Compensation Act.

Industrial Safety

The Canada Labour (Safety) Code went into force on January 1, 1968, giving legislative authority for the making of safety and health regulations in industries coming under federal jurisdiction. The appointment of the necessary staff for the administration of the Code has been substantially completed. In addition to headquarters personnel comprising senior professional engineers and other safety specialists, regional safety offices, with a professional engineer in charge, have been established to serve all provinces and the northern Territories.

Through the co-operation of the provinces, provincial inspectors will be designated as "safety officers" by the federal Minister of Labour for the purpose of making regular inspections to ensure compliance with the Safety Code and regulations. Regulations governing coal mines operated by the Cape Breton Development Corporation will be issued in the near future. Other regulations with respect to certain highly technical matters are being developed. In the provincial jurisdictions, some improvements were made in existing legislation, and regulations introducing new controls were issued in a number of areas.

Several amendments were made to the Ontario Industrial Safety Act. The definitions of "factory," "shop," "office" and "office building" were enlarged to include the land appertaining to each. The Act no longer permits preliminary approval of drawings and specifications of factories and certain commercial establishments. Previously, construction could begin after preliminary approval had been given, but the premises could not be occupied until the plans had been certified. The plans now have to be certified by an engineer of the Department of Labour before construction or alterations may be begun. Further, to ensure that approval requirements are incorporated into the building, a copy of the approved drawings and specifications must now be kept on the construction site and produced on demand of the inspector. The requirement for prior payment of the fee for the examination and approval of drawings and specifications has been deleted. Later payment of fee is now acceptable.

As before, laundries operated in connection with hospitals, hotels, motels, and institutions for religious, charitable or educational purposes are considered to be factories for purposes of the Act, except with respect to the provisions requiring departmental approval of plans. Self-service and public laundries are no longer specifically mentioned in this section. These are now covered by the general application of the Act. The Act does not apply to custom laundry work for a regular family trade by a person in her dwelling.

The maximum fine for a contravention of the Act or regulations was raised from $1,000 to $5,000. According to the press, the Minister stated that, although the maximum fine of $1,000 had been imposed only three times in the last three years, he expected the higher maximum would result in a larger average fine and provide a more effective weapon against unsafe conditions.

In Prince Edward Island, the Workmen's Compensation Board, which is the authority with direct responsibility for accident prevention in the province, issued Industrial Safety Regulations applicable to all industries within the scope of the Workmen's Compensation Act. Issued as a booklet of 60 pages, th regulations are similar to the comp hensive Industrial Safety Code iss under the New Brunswick Indust Safety Act in 1965, except that they not contain the special section of the N Brunswick Code applying to the logg industry.

The regulations contain welfare p visions — sanitation and accommodati ventilation, illumination and first a lay down good housekeeping procedur require employers to provide vari types of personal protective equipme and include provisions for the protect of the employee against a number of dustrial health hazards — radiati noise, extreme temperatures, work compressed air, stone cutting, spray pai ing, hot riveting, sandblasting, and ot occupations in which the work m generate injurious dusts or toxic fum They also contain safety rules for a w range of hazards in the modern occu tional environment, such as handling a storage of material, excavation, mach guarding, explosives and the like.

In Nova Scotia, the Consultative Cc mittee on Industrial Safety, appointed the Minister of Labour under the thority of a 1967 amendment to Industrial Safety Act, has taken an act part in the past year in the developm of new safety regulations. The Committ which is chaired by R. E. Anders Deputy Minister of Labour, consists two representatives each of managem and labour, the president of the N Scotia Accident Prevention Associati the executive secretary of the Workme Compensation Board, an officer of National Research Council, the regio safety officer of the Canada Departm of Labour, the director of indust safety of the Nova Scotia Department Labour, and a secretary.

New Construction Safety Regulatio resulting from over a years work by Consultative Committee on Indust Safety, including a public hearing, w approved on February 20, 1968. T regulations set minimum safety standa to be observed in all phases of c struction including, among others, wo ing in compressed air, handling and of explosives, excavation, demoliti first-aid requirements, formwork, mate and workmen's hoists, personal protect clothing and equipment, and scaffoldi

A chief inspector for the Constructi Safety Act and regulations was appoin during the year. The legislation is a ministered by the Industrial Safety I vision of the Department. The Consul tive Committee has been given the furth task of considering proposed regulatio under the Industrial Safety Act, wh was passed in 1965. It has been asked a

ake recommendations as to how the y and accident prevention work of Department's Industrial Safety Di- n, the Accident Prevention Asso- on and the Workmen's Compensation rd may be better co-ordinated.

Quebec, regulations respecting the lling and use of explosives, made er the Industrial and Commercial blishments Act, were updated to state waiting intervals for fuse firing and tric firing on construction sites. A nge in the regulations to ensure greater ty to shot-firers on construction sites made, as a result of a survey under- n by the Department of Labour in peration with the Mines Inspection ice of the Department of Natural ources, the Manicouagan Safety nch of Hydro-Québec, and the Ca- ian Industries Limited Explosives ision.

Prince Edward Island, the adminis- ion of the Steam Boiler Act was trans- ed from the Public Utilities Com- sion to the Department of Labour in 6, and up-to-date and comprehensive ler and Pressure Vessel Regulations e issued on December 9, 1967.

s announced in the Speech from the one, the Governemnt has initiated a em of boiler inspection. In conjunc- with this development, related amend- nts were made to the Steam Boiler . Portable boilers of 25 hp. or less d exclusively for horticultural or agri- ural purposes are now covered by the . The matters that may be governed egulations were spelled out in greater il, and these now include the cer- ation of welders. The Act states that, r an inspection, an inspector may e an inspection certificate to the owner manufacturer of the boiler. Under previous wording, he was required lo so. The fine for failure to pay the for the certificate was increased from to $100.

A person who is dissatisfied with an ection or action taken by an inspector y appeal within 30 days to the Minister Labour and Manpower Resources. e Minister may have another inspection de by one or more inspectors. His ision, taken after receiving the report he inspectors, is to be final.

n Alberta, the C.S.A. Standard Z98- 8 governing Aerial Passenger Tram- ys—chair lifts, rope tows and the —was adopted as regulations under Elevator and Fixed Conveyances Act, cinding earlier regulations on the ject (Alta. Reg. 339/62). Regulations ler the Act governing periodic ins- tions and tests of elevators were re- d.

Regulations respecting Elevators and Elevating Conveyances under the Saskatchewan Passenger and Freight Elevator Act were revised, effective January 1, 1968. The main changes were in the much expanded and more stringent construction requirements for belt-type man-lifts.

Regulations under the New Brunswick Electrical Installation and Inspection Act were consolidated and revised. The administration of this Act was brought under the Department of Labour in 1966.

A change was made in the Alberta Labour Act with regard to the maximum permissible weight to be carried by one worker, a subject on which a Convention and a Recommendation were adopted by the International Labour Conference in 1967. Previous to the amendment, the Act gave authority to the Board of Industrial Relations to make regulations fixing the maximum permissible weight to be lifted or carried by women in their employment. The provision was changed so as to apply to both sexes.

Workmen's Compensation

Many changes were made in workmen's compensation legislation in 1968. British Columbia enacted a new Workmen's Compensation Act, implementing many recommendations made by the Tysoe Royal Commission Inquiry, and making further changes based on the study of a 1967 Bill by interested groups. Some of the most significant recommendations of Mr. Justice Tysoe had already been put into effect, including the incorporation of a cost-of-living formula in pensions to dependants of deceased workmen and in permanent disability awards.

The amendments to the Ontario Act were also based on the recommendations of a Royal Commissioner, Mr. Justice G. A. McGillivray of the Ontario Court of Appeal, whose report was submitted to the Government of Ontario on September 15, 1967. These amendments reduce the waiting period to one day and substantially increase benefit levels.

In a new consolidation and revision of the Nova Scotia Act, a number of important changes were made, including a broadening of the definition of "accident," an increase in the ceiling on annual earnings, and a reduction in the waiting period. Provision was made for the fishing, dredging and sealing industries to be brought within the collective liability provisions of the Act.

Less extensive amendments, raising dependants' allowances and the minimum payment for total disability, were made in Saskatchewan and Prince Edward Island. In Saskatchewan, the ceiling on annual earnings was also raised, and a provision whereby a widow's monthly pension dropped back to $75 at the age of 70 was deleted.

Two minor changes were made to the federal Government Employees' Compensation Act. One of these extended the coverage of the Act to persons required to take a pre-employment training course by the Government, and to employees on leave without pay in order to take a training course. Provision was also made for payment of compensation, under conditions to be prescribed by regulations, to an employee or his dependants for disability or death caused by a disease attributable to the environmental conditions of the place outside Canada to which he was assigned in the course of duty.

Coverage

Following a study made by a commission of inquiry, the Nova Scotia Act was amended to bring workmen employed in the fishing, dredging and sealing industries within the general provisions of the Act (Part I), effective January 1, 1970.

For many years, following the exclusion of the fishing industry from Part I in 1928 after a series of marine disasters, fishermen in Nova Scotia have been subject to a system of individual liability and compulsory insurance on the part of the employer, provided for in Part III of the Act. Dredging and sealing were later placed under Part III. Workmen or their dependants receive benefits on the same scale as under Part I, except that medical aid or rehabilitation is not allowed. Further, payment of compensation is subject to a limit of $200,000 on claims arising out of any one accident.

In relation to the fishing industry, both persons employed on a boat or vessel and paid wages by the employer and persons remunerated by a share in the proceeds of the voyage are to be considered "workmen" for purposes of the Act. Fishing, dredging and sealing crews of from one to four workmen are excluded, because all undertakings with fewer than five employees are exempted from the Act by regulations. An independent commercial fishing operator, who is neither an employer nor a workman, may be granted coverage on application.

In Ontario, persons called out to assist in fighting fires under the Fires Extinguishment Act and the Forest Fires Prevention Act were brought under the protection of the Act, as were volunteer ambulance drivers and attendants in British Columbia. In both cases, compensation is to be based on the average earnings of the persons concerned in their regular employment, subject to the maximum set by the Act.

In British Columbia, the Board was authorized to cover, subject to any conditions it might lay down, employments undertaken in the public interest without remuneration. Persons undergoing vocational training under a federal-provincial agreement may also be covered, on application by the province, and their average earnings may be fixed by agreement between the province and the Board.

Entitlement to Compensation

An important change in the British Columbia Act, made on the recommendation of the Tysoe Commission, is that the words "by accident" were struck out from the basic formula for determining entitlement to compensation—"personal injury by accident arising out of and in the course of the employment." Mr. Justice Tysoe stated that, in his opinion, "accident" was no longer an essential element of the right to compensation, and that the test should simply be, "was the workman's disability truly work-caused?"

The purpose of the amendment is to make it clear that compensation is payable for any personal injury to a workman that is shown to be work-caused. The expression, "personal injury arising out of and in the course of the employment," giving rise to the right to compensation, thus covers not only disability resulting from an "accident" in the sense of a single sudden and fortuitous event, but also cumulative injury occurring over a period of time.

A change was made in the definition of "accident" in the Nova Scotia Act for the same purpose. As in a number of other provincial Workmen's Compensation Acts, "accident" is now defined to include "disablement arising out of and in the course of employment." The intent of the amendment is to enable the Board to grant compensation for any work-caused disablement, regardless of whether or not there has been an accident, in the sense of a particular incident at a particular time.

Benefit of Doubt

The section of the British Columbia Act that states that the Board is not bound to follow legal precedent, and that its decision must be given according to the merits and justice of the case was re-enacted to add the further provision that, where there is doubt over any issue and where the disputed possibilities are evenly balanced, the issue must be resolved in accordance with the possibility that is favourable to the workman.

Disability Benefits

A number of amendments granted broader authority to the British Columbia and Ontario Boards in dealing with claims for disability benefits. The Ontario Board was authorized to make a permanent disability award in the form of a lump sum for a serious facial disfigurement, notwithstanding the fact that the workman's earning capacity has not been impaired.

The British Columbia Act makes clear that, where a personal injury or disease is superimposed on an already existing disability, compensation is to be allowed for only that portion of the resulting disability that is produced by the injury or disease. The Act now states that the measure of the disability attributable to the personal injury or disease shall, *prima facie*, be the amount of the difference between the workman's disability before and after the occurrence of the personal injury or disease. The Board was empowered to set up a Second Injury Fund for the purpose of paying part of the cost of the claims of workmen suffering enhanced disability by reason of a pre-existing disease, condition or disability.

Authority was given to the British Columbia Board, as in most other provinces, to pay time-loss compensation based on a workman's current earnings for a recurrence of a disability due to an earlier employment injury. Compensation is payable on current earnings and at current rates of benefit, however, only if the disability recurs more than five years after the happening of the original injury.

A similar provision in Ontario, which states that compensation for temporary disability is to be based on whichever is greater, pre-accident earnings or earnings at the time of the recurrence, but which does not lay down any period of time that must have elapsed before the provision becomes applicable, was declared to apply whether the original disability was temporary or permanent. Previously, it was applicable only if the original disability was permanent.

A special provision in British Columbia now allows the Board to accept a claim for compensation arising from exposure to ionizing radiation in employment in the province, notwithstanding that disablement or death do not occur within 12 months from the last employment of the workman incurring such exposure. This is the normal requirement for entitlement to compensation for an industrial disease. A similar exception was made in 1967 for employment in compressed air. The provision covering these two exceptions was made retroactive to January 1, 1965.

Further amendments in these provinces dealt with the problem of the diagnosis of silicosis and the sharing of the costs of claims where there has been exposure to silica dust in more than one province. "Silicosis" is defined in less restrictive terms in the British Columbia Act: "a fibrotic condition of the lungs caused by the inhalation of silica dust." A requirement that the condition had to be "accompanied by a lessened capacity for work" was removed.

The Ontario Board is authorized to make agreements with the Boards of other provinces to provide for the sharing of the costs of silicosis claims in proportion to the extent of exposure in each province.

Ceiling on Annual Earnings

The ceiling on the annual earnings of the workman as a basis for compensation and for the purpose of the employer's assessment was increased in three provinces. The increases were from $5,000 to $6,000 in Nova Scotia, from $6,000 to $7,000 in Ontario and from $6,000 to $6,600 in Saskatchewan, (or, in Saskatchewan, in terms of average weekly earnings, not more than $126.92 $^{4}/_{13}$).

Minimum Payment for Total Disability

In British Columbia, a minimum payment of $150 a month was established for all permanent total disability pensions. The same minimum was fixed in 196[illegible] but only with regard to persons in receipt of permanent total disability pension on April 1, 1967.

Higher minimum payments for total disability are also in effect in Saskatchewan, Prince Edward Island and Nova Scotia. The minimum payment in Saskatchewan is now $36 a week (or average earnings, if less, in case of temporary total disability) instead of $32.50, and in Prince Edward Island $25 a week instead of $20 (or average earnings, if less). In Nova Scotia, the minimum payment for temporary total disability was raised from $30 to $35 a week (or average earnings, if less).

Waiting Period

The waiting period before entitlement to compensation begins has been gradually shortened over the years in all provinces. In Nova Scotia, the waiting period was reduced from four to three days. In Ontario it was reduced from three days to one day, the day upon which the accident occurs.

Dependants' Pensions and Allowances

Substantial increases were provided in the benefits for dependants in Ontario. The new benefits, with the former payments in brackets, are as follows: maximum burial allowance, $400 ($300); initial lump sum to widow, $500 ($300); widow's monthly pension, $125 ($75); allowance to child under 16, $50 ($40); allowance to orphan child under 16, $60

(50). In addition, the amendments provided for a more generous minimum payment to a family (widow and children) in death cases—$275 a month instead of $150. For dependants other than widow and children, a maximum of $50 instead of $100 may be paid. The increases are applicable to all such pensions, regardless of the date of the accident.

In Saskatchewan, increases of $5 a month were granted in widows' and children's benefits. A widow will now receive $115 a month, each child under 16 $30 a month, and each orphan under 16, $35 a month. As in Ontario, the increases are retroactive. A further change in Saskatchewan is that a widow's pension will no longer revert to $75 a month after the age of 70. Compensation for the purpose of assisting a child to continue his education may be paid to the age of 21 instead of 19, as previously, at the discretion of the Board.

In Nova Scotia, the maximum allowance for funeral expenses was increased from $300 to $400. Payment of compensation was authorized to the end of the school year in which a child reaches the age of 18, rather than to the child's eighteenth birthday, as formerly.

In Prince Edward Island, the monthly allowance paid to an orphan under 16 was raised from $30 to $35.

Medical Aid

Amendments in several provinces extended or clarified a workman's entitlement to free medical services under the Act. In Ontario, the aid of optometrists was expressly included in the term "medical aid." The right of the workman to choose initially his attending doctor was written into the Act, giving statutory effect to a practice followed by the Board.

The Board was permitted to pay an allowance for the replacement or repair of clothing worn or damaged by the wearing of an artificial limb. The allowance may not exceed $104 a year in the case of a lower limb prosthesis, and $52 a year in the case of an upper limb prosthesis. The Act was also amended to state that an employer, in carrying out his obligation to furnish transportation for an injured workman from the scene of the accident to a doctor or hospital or to his home, is required to convey the workman only to the hospital or doctor within the area or within a reasonable distance of the place of injury.

The British Columbia Board was formerly permitted to replace and repair eyeglasses, dentures and hearing aids broken in an employment accident only if the breakage was accompanied by objective signs of personal injury. It is now permitted to do so where there is no personal injury, if the accident is otherwise corroborated and the Board is satisfied that the workman was not at fault.

In Nova Scotia, the helplessness allowance payable at the discretion of the Board if a workman requires attendance because of permanent total disability was increased from a maximum of $40 to a maximum of $60 a month.

Medical Reviews

In British Columbia, important changes were made with respect to the procedure and powers of a Medical Review Panel, comprising three specialists, which may be set up to review a disputed medical decision of the Board. Workmen or employers have a time limit of 90 days within which to apply for a review of a decision.

No specialist may be a member of a Medical Review Panel who:

- examines workmen on behalf of the employer;
- has treated the workman;
- has acted as a consultant in the treatment of the workman;
- is a partner of, or practises medicine together with, such specialist.

There may not be on the same panel specialists who are partners or who practise medicine together.

The certificate of a Medical Review Panel is conclusive as to the matters certified and is binding on the Board. The panel may now make a separate report and recommendations on any matter arising out of a claim it has reviewed, and the Board is required to forward this report to the doctor who stated that there was a bona fide medical dispute to be resolved. Dependants of a deceased workman who are aggrieved by the decision of the Board concerning the cause of death of the workman may apply to the Board to have a Medical Review Panel inquire into and ascertain the cause of death.

An amendment to the Nova Scotia Act provides that a workman may select an advocate or representative to assist him in presenting his claim to a medical review board appointed to review his case.

Reporting of Accidents

In Ontario, a larger maximum fine, $200 instead of $50, may be imposed for failure to submit accident reports. An employer is required to notify the Board within three days after he learns of the happening of an accident. The words "he learns of" were inserted.

First Aid and Safety

The British Columbia Board may impose a special rate of assessment on an employer for failure to comply with first-aid service requirements, and, in cases of flagrant violation, may order the closing down of the operations of an employer.

The Board was also empowered both to train and to supervise the training of industrial first-aid attendants and instructors.

As a means of bringing about improvement in the safety record of an employer whose work injury frequency and accident costs are higher than the average for the industry, the Ontario Board was authorized to require the employer to establish a safety committee at the plant level.

Compensation Consultant

In British Columbia, provision was made for the appointment of a compensation consultant, in addition to the compensation counsellor already provided for in the Act, for the purpose of assisting workmen and dependants with their claims, and appearing before the Board or other tribunal on their behalf.

The compensation consultant is to be independent of the Board and a qualified lawyer. The Act provides that he is to be appointed by the Lieutenant-Governor in Council on the recommendation of the Attorney-General, and that his salary is to be paid from the Consolidated Revenue Fund. The compensation counsellor acts under his direction. Both have access to the complete files and records of the Board relating to an injured workman. A compensation consultant has been appointed to the newly created post.

Boards of Review

Provision was made in British Columbia for the creation of Boards of Review to hear appeals on claims. The Board is required to constitute one or more Boards of Review, each of which is to consist of senior officers named by the Workmen's Compensation Board and a chairman appointed for a fixed term of office by the Lieutenant-Governor in Council. The salary of the chairman, as fixed by the Lieutenant-Governor in Council, is to be paid from the Accident Fund. A Board of Review will review decisions of Board officers at the request of the workman, the employer or the Chief Claims Officer. The Board may act upon the findings and report of a Board of Review.

Administrative Changes

Provision was made for the appointment of a Vice-Chairman of the British Columbia Board.

In Nova Scotia, Board members must retire at the age of 70 rather than 75, unless otherwise directed by the Lieutenant-Governor in Council.

This article forms part of the annual report to the Canadian Association of Administrators of Labour Legislation prepared by the Department's Legislation Branch as a background paper for the session dealing with "Recent Legislative and Administrative Developments."

25th Anniversary

Wartime Labour Relations Order

A Canada-wide measure to provide for compulsory collective bargaining between employers and employees in war industry, and for the settlement of industrial disputes was passed in an order in council in the House of Commons 25 years ago this month (L. G. 1944, p. 135).

PC 1003, the Wartime Labour Relations Order, was passed on February 17, 1944 under the authority of the War Measures Act. The recommendations for the order were made by the National War Labour Board in its report in August 1943 to the federal Government concerning regulations of labour relations in war industries. The chief recommendations included:

- a labour code providing for compulsory bargaining, with proper safeguards against abuses by either labour or industry to be administered by a National Labour Relations Board;
- submission to the Board, with agencies set up in each province, of all disputes arising during the term of collective agreements, or where no agreement is in effect, to be dealt with by compulsory arbitration;
- labour-management committees in all industry including Crown corporations;
- labour representation on all Government boards having to do with war production; and
- establishment of employers' associations by industries to form industry-labour councils to deal with matters of policy in the field of labour relations in a given industry.

After receiving the recommendations, the federal Government forwarded copies of the report to the provincial Governments. A three-day conference between the federal and provincial Ministers of Labour and their officers was held in November 1943 in Ottawa. At the meeting, the recommendations and further proposals submitted by the federal Department of Labour were discussed. Subsequently, a draft of the proposed Labour Relations Regulations was sent out to the provinces, the national trade union organizations and the major employers' organizations with a request for a full expression of their views and suggestions.

The regulations adopted under the order in council established the Wartime Labour Relations Board, which consisted of a chairman, a vice-chairman and eight other members. They were: Hon. Mr. Justice G. B. O'Connor, Supreme Court of Alberta, Chairman, and Hon. Mr. Justice J. N. Francoeur, Court of King's Bench for the Province of Quebec, Vice-Chairman. Employee representatives were: A. R. Mosher, Canadian Congress of Labour; F. Molineux, Brotherhood of Painters, Decorators, and Paperhangers of America; W. L. Best, Brotherhood of Locomotive Firemen and Enginemen; and R. Harmognies, The National Federation of Aluminum Workers. The employer representatives were: H. Taylor, Canadian National Carbon Co., Ltd.; W. H. Browne, The Moore Corporation Ltd.; A. Deschamps, construction contractor, Montreal; and A. J. Hills, Canadian National Railways. In addition, the Board appointed M. M. Maclean, Director of Industrial Relations, Department of Labour, as Chief Executive Officer, and Bernard Wilson, Industrial Relations Officer of the Department, as Secretary.

The regulations applied to employers in industries coming under federal jurisdiction, in war industries and in local industries in provinces where appropriate legislative action brought them under the scope of the regulations.

The order provided for compulsory collective bargaining. It established a procedure for election of bargaining representatives by a majority vote of employees, and for certification of the representatives of the Board. Following this, bargaining could be initiated by either employers or employees. The one party was required to give the other 10 clear days notice requiring that they enter into negotiations with a view to completing a collective agreement in good faith. In the event that agreement could not be reached, conciliation services were provided through a conciliation officer or a conciliation board. Strikes and lockouts were prohibited during negotiation.

The provisions for settlement of disputes was designed in the first instance to place the onus upon the parties themselves for finding settlement of disputes. The collective agreements were required to contain a grievance procedure, and where it was not provided, the Board would establish a procedure. Where no collective agreement was in effect during a dispute a 60-day delay was imposed to enable the employees to elect bargaining representatives and to initiate collective bargaining proceedings.

Unfair labour practices were defined and prohibited and penalties for violation were provided. Employers could not interfere in union affairs or discriminate against or dismiss employees for union membership and activities. Employee organizations could not coerce employees to join them, and could not recruit members or conduct union business during working time or on the premises of an employer without the employer's consent.

The Industrial Disputes Investigation Act was suspended while the Wartime Labour Relations Order was in force except for matters pending. Other orders in council relating to matters covered by the new order were revoked or suspended.

PC 1003 remained in effect until September 1, 1948, when it was revoked by the Industrial Relations and Disputes Investigation Act. The decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour were continued under the new Act, and the Wartime Labour Relations Board was superseded by the Canada Labour Relations Board.

ndustrial Training and Apprenticeship Legislation, 1967-68

pprenticeship was extended to new occupations in everal provinces, and in thers the holding of a certificate became a requirement for new trades. Wage tes of apprentices were ised in Alberta and Manitoba.

Provision for the introduction of compulsory certification in any designated ade on and after January 1, 1970 was ade by the Prince Edward Island Legisture in an amendment to the Apprenceship and Tradesmen's Qualification ct.

Where a designated trade is declared the Lieutenant-Governor in Council be a certified trade, every person who ters that trade must be registered as an prentice under an approved apprenticeip plan. Without such registration, emoyment in the trade is forbidden. A rson who registers as an apprentice ust qualify for a certificate of proiency or a tradesmen's qualification rtificate before engaging in the certified ade.

Certificates will not be made compulry for persons already engaged in a rtified trade. A "grandfather clause" ovides that a person who has engaged a certified trade for any period within e years prior to January 1, 1970, or the date of declaration of the certified trade, may be issued a permit without examination upon application to the Director of Apprenticeship and Tradesmen's Qualification, and upon showing proof that he was engaged in the trade within that period.

The holder of a permit may continue indefinitely to engage in the trade but, if he abandons the trade for a period longer than one year, his permit will be automatically cancelled and he will not be permitted to practise the trade again until he qualifies for a certificate of proficiency or a tradesmen's qualification certificate. A person holding a permit may, however, qualify for a certificate at any time that examinations for such certificate may be held. Regulations may be made laying down detailed requirements for the carrying out of the system of compulsory certification. In addition, the Lieutenant-Governor in Council is empowered to make regulations requiring the holders of certificates issued under the Act to display their certificates when engaged in designated trades.

The Saskatchewan Apprenticeship and Tradesmen's Qualification Act was amended to permit an apprentice to be indentured to a joint committee appointed by the Minister, or to a person recommended by the Minister, as well as to the employer or the Director, as formerly. The joint committee is to consist of employers or their representatives, and employees or their bargaining agents engaged in the trade. During the year, apprenticeship was extended to new occupations, and, with a view to giving recognition to the qualifications of the skilled workman, and to assuring employer and public of an adequate standard of tradesman competence, a program of certifying tradesmen was provided for in an increasing number of trades. Compulsory certification is being applied, where feasible, subject to safeguards that allow for the problems of transition.

In Alberta, three new trades were designated — those of an electrical mechanic, an instrument mechanic and a floor-covering mechanic. Regulations were issued for the trade of floor-covering mechanic. In addition, regulations governing the trades of glassworker, baker, cook, power electrician, heavy-duty mechanic and radio technician were replaced, making certain changes in the conditions laid down for apprenticeship training. In three cases, wage rates were increased, and in three others, a change was made in regard to the educational standard required. Grade IX is now required for training as bakers and cooks, and Grade X for radio technicians.

Provision was made for voluntary certification in the trades of baker and power electrician on submission of proof of efficiency and of the required length of experience in the trade. The period is the same as the term of apprenticeship — three years for a baker, and four years for a power electrician. Certificates will be issued without examination if application is made within six months after the effective date of the regulations.

In any new or revised apprenticeship regulations in Alberta, the wages paid to an apprentice may not be less than the minimum wage, which is currently $1.25 an hour. In addition, the term of apprenticeship is now expressed in periods instead of years, and the minimum number of hours of training for each period of 12 months is specified. In all cases, the minimum requirement for each period is 1,800 hours, including prescribed training, except in the new regulations for floor-covering mechanics and roofers. In these two trades, each period must consist of not less than 1,600 hours.

A new provision in many of the recent regulations enables the Director to authorize an employer to employ additional apprentices if circumstances warrant it, thus making for greater flexibility regarding the fixed ratio of apprentices to journeymen.

In British Columbia, the trades of construction millwright and steam- and pipefitting in the lumber manufacturing industry were designated. Special regulations were issued governing these two trades and the trades of machinists and bricklaying, putting into effect a system of voluntary certification. To obtain a certificate of proficiency, a tradesman is required to qualify on examination and to submit proof that he has completed a

specified period of qualifying experience in the trade, as follows: construction millwright in the lumber manufacturing industry, 8,000 hours; steam- and pipefitter in the lumber manufacturing industry, 10,000 hours; machinist, 10,000 hours; and bricklaying, 8,000 hours. "Machinist" was defined to include machinist-fitter, toolmaker and die maker.

Certificates are available in more than a dozen trades through examination, and action is being taken to prepare suitable examinations for several other trades. In some, the holding of certificates is required. Since June 5, 1967, certificates of proficiency have been required in all parts of the province in the refrigeration and sheet metal trades. Earlier in 1967, the holding of a certificate of proficiency was made compulsory in four other trades — domestic radio and television servicing, plumbing, sprinkler-fitting, and steamfitting and pipefitting. The requirement to hold a certificate in these trades, however, applies only in specified areas of the province.

The Provincial Apprenticeship Committee holds public hearings for the purpose of considering voluntary or compulsory certification in designated trades. A hearing has been called for the purpose of considering compulsory certification in the trade of automotive mechanical repair throughout the province. At least six provinces — Alberta, Newfoundland (Avalon Peninsula), New Brunswick, Nova Scotia, Ontario and Saskatchewan — require motor vehicle repairmen to hold a certificate of competency. In Quebec, certification is required in some decrees governing the garage industry under the Collective Agreement Decrees Act.

Two new trades were designated in Saskatchewan — the trade of tile setting and the industrial mechanical trade. Regulations were made for these trades providing for certification on a voluntary basis of tradesmen who can satisfy the appropriate examining boards that they have the necessary qualifications and have worked a minimum of 8,000 hours in the trade, including time credits for appropriate trade training.

The qualifying period of work for a certificate of journeymen status in the glassworker trade was increased from 8,000 to 10,000 hours.

In Nova Scotia, the Apprenticeship and Tradesmen's Qualifications Act was declared to apply to the cooking trade when carried on anywhere in the province. The trade of cook has already been designated in Alberta, British Columbia, Manitoba, Newfoundland and Saskatchewan. The trade of chef is a designated trade in Ontario.

Trade regulations have been made for the trade of heavy duty repair, industrial electrical, lineman, refrigeration and air conditioning, and machinist.

For many years, Nova Scotia has granted certificates of qualification on examination to applicants who had never served an apprenticeship, but who had worked at their respective trades for a specified number of years. In the past three years, a start has been made in the compulsory certification of tradesmen, allowing a two-year period of transition. Regulations requiring compulsory certification in the electrical construction trade became effective on March 1, 1967. Since January 1, 1968 it has been compulsory for a tradesman in the motor vehicle repair trade (mechanical) to hold a certificate of qualification.

In both these trades, provision has been made to safeguard the interests of those who have worked in the trade for a number of years and who are competent in the practical skills, but will likely have difficulty in passing a related theory examination. Persons who were engaged in the electrical construction trade on March 1, 1965, and in the motor vehicle repair trade (mechanical) on January 1, 1966 were issued certificates without examination, if they applied for them within a period of two years. A restricted certificate may be issued to a person who does not qualify fully for a certificate of qualification.

In Manitoba, an amendment to the general regulations placed additional obligations on the employer. He must:

- give notice to the Director before dispensing with the services of an apprentice; and
- recognize the right of senior apprentices to retain their employment over junior apprentices in case of layoff.

Regulations governing the building construction and allied trades and the automobile and heavy-duty equipment repair mechanics trade were also amended. With regard to the former, an amendment states that the ratio of apprentices to journeymen must be observed in the regular establishment of the employer and on jobs engaged in by the employer outside his regular establishment.

Wage rates of apprentices in eight building construction and allied trades were raised. The term of apprenticeship in the electrical construction and sheet metal trades was reduced from five to four years.

Different terms of apprenticeship are now fixed for different sections and subsections of the automobile and heavy-duty equipment repair mechanics trade. These are: mechanical section, 4 years; metal work subsection, 3 years; painting subsection, 3 years; combined metal work and painting section, 4 years; and heavy duty section, 5 years. Previously, a five year term of apprenticeship was set for the trade, with no differentiation.

As with the construction trades, wage rates were increased. For the first time varying wage rates were set for three branches of the trade — auto body repair, auto mechanical repair and heavy duty repair. The wages specified are "subject to the minimum wages prescribed under the Employment Standards Act" – that is, no wage rate may be less than the minimum wage.

In Newfoundland, the industrial electrical trade was designated and regulations were developed for the trade.

In New Brunswick, the transition period for plumbers, powdermen, barbers, electrical construction, motor vehicle repair (mechanical) and sheet metal has been completed (the last three early in 1968) and these trades are now under the compulsory section of the Tradesmen's Qualifications Act. Heavy equipment repair was brought within the terms of the Act from January 1, 1968.

This article forms part of the annual report to the Canadian Association of Administrators of Labour Legislation prepared by the Department's Legislation Branch as a background paper for the session dealing with "Recent Legislative and Administrative Developments."

Placement Efforts Helping Older U.S. Workers

U.S. Employment Service offices placed 1,216,000 older workers out of a total of 1,683,800 older job-seekers in 1967. Funds for older worker intensive service units were allocated that year to 27 metropolitan areas to provide special counselling, testing, training and job placement.

As of March 31, 1968, more than 90,000 men and women 45 and over were trained in Manpower Development and Training (MDTA) programs. This total represents 10.8 per cent of all MDTA trainees since 1962. By the end of June 1968, approximately 8,000 job opportunities had been provided by Operation Mainstream, a program concentrating on projects providing work opportunities for older Americans. During the first five months of 1968, an additional 1,352 job opportunities were uncovered.

Labor Department statistics showed that: half of all men unemployed for six months or more are 45 and over; one out of every two vacant jobs is closed to persons over 55; and one out of every four is closed to persons over 45. Statistics showed also that each lowering of the retirement age makes it more difficult for workers five to 10 years below that age to get jobs or to remain in employment.

Wage Policy: Its Meaning

WAGE policy came under the scru- of two specialists, one in economics l one in commerce and finance, at the 8 annual meeting of the Quebec ustrial Advisers Society, in Quebec y. The two principal speakers were f. Pierre Harvey, of the School of her Commercial Studies, in Montreal, l Father Emile Bouvier, Director of Department of Economics at the iversity of Sherbrooke.

Prof. Harvey said that whenever the stion of wage policy is discussed, erence is made to three concepts, and attempt is made to bring to light the ationship between them: the employ- nt level, the price level, and the wage el. Without reviving the discussions on theory of high wages as a stimulus ned at increasing demand, the speaker nted out that the opposite theory can longer be retained.

He recalled that the studies made by nomists during recent years have dealt stly with the more or less distant con- uences of three possible changes in ges and productivity:

1. wages and productivity may increase at the same rate resulting in price stability;
2. productivity may increase faster than wages resulting in reduced prices; and
3. wages may increase more rapidly than productivity, resulting in inflated prices.

The speaker pointed out that it has not been possible to state categorically t any one of these hypotheses alone beneficial effects on the economy. scussing the advantages of each hy- thesis, he said that, as a rule, attempts re made to adjust wage changes to nds in productivity, the objective being early constant level of prices.

Prof. Harvey then reviewed three empts in the world to develop wage licies. When it introduced wage guide- es, the United States tended to ack- wledge a certain form of wage control order to bring about stability in labour sts in the economy as a whole. As these guidelines or reference marks do not involve any coercion, the "approximate" standards generally used were bound to give different results, according to the situation prevailing in each industry. The American experiment met with little success, said Prof. Harvey, owing to the fact that requirements exceeded the estimates of experts. He added, however, that he does not reject the usefulness of these reference marks merely for this reason. Rather, the entire philosophy on which wage determination is based must be changed.

Describing the Swedish process, the speaker explained that a coercive wage policy was being applied because, at its inception, the amount of the total wage bill was decided upon, although the intermediate levels of negotiation were handed the responsibility of distributing the wages involved. This method, however, would show its weakness in a "high buoyancy" period and would not prevent the upward drift of wages to a level that would exceed the maximum wage bill established to promote price stability. Here again, observed Prof. Harvey, the objective set is still not completely achieved.

The wage policy of The Netherlands, he continued, is the most elaborate example extant of an attempt to integrate wage changes into an economy. Similar to the system used in Sweden, it is more compelling. For example, the state-management-labour exchanges do not prevent a certain type of labour-management agreement from remaining competitive on the labour market by establishing rates that are higher than the official rates. The wage explosion in process since 1964 in particular is a reaction to the restoration of equilibrium between supply and demand.

Prof. Harvey pointed out that "from all this, one can conclude that it is illusory to aim at the co-existence of a somewhat rigid wage policy with freedom of negotiation, where the conditions of labour supply and demand or the level of the actual requirements are such that this cannot be achieved . . . In spite of all the unfavourable comments made about it, the guideline policy is probably the most realistic if one takes care to match it with proper publicity and information so that the pressures of management or labour demands may be counterbalanced by the pressure of public opinion."

In the eyes of Sherbrooke University's Prof. Bouvier, the guidlines are another type of planning. Called upon to summarize the views of the speakers who preceded him, Father Bouvier, after pointing out the effects of price, income and wage controls in countries where they have been in force for the past fifteen years, stated that economists had not yet proved that the cost of wage controls was greater than the social benefits brought about by labour-management agreements and even more so, if wage controls are accompanied by a manpower policy, a monetary policy and an anti-inflationary credit policy. Even though the theory of controls seems unacceptable to liberal-minded economists in the present world of the "establishment," he said, it does not appear that it should be ignored because it has not yet been possible to assess its social benefits. In this, Father Bouvier shares Prof. Harvey's opinion.

From the speaker's viewpoint, wage guidelines are road signs aimed at controlling wage increases in proportion to the rate of growth of productivity itself. Here in Canada, however, the successful application of such a guideline policy has been jeopardized by the divergent views of certain economists, employers and union leaders. The latter have compared the role of wage guidelines to that of a steam roller. In their opinion, the cost of such guidelines exceeds the benefits they can be expected to provide, and this may expose society to even greater dangers. The speaker pointed out that the administration of these guidelines raises several questions, especially in a federal country such as ours; he does agree, however, that in order to be successful, this guideline policy must meet three essential requirements.

A first requirement would be a desire by trade union members, employers and governments for the creation of a joint agency that would be called upon to apply a general wage-price policy that would cover farm and industrial prices, grants, social security and taxes. A second requirement for the success of such a policy would be the closest possible co-operation between governments and private enterprise. And, to avoid authority conflicts, a close policy relationship would have to be established on arbitration and wages.

Finally, the holding of public hearings would give citizens an opportunity to

Continued on page 94

Facing the Crisis In Collective Bargaining

Unions and management are adopting radically different strategies at the bargaining table, say Arthur Thompson, Associate Professor of Economics, School of Commerce and Business Administration, University of Alabama, and Irwin Weinstock, Professor of Management, Virginia Polytechnic Institute.

THERE'S a new dimension that is overlooked in the crisis in collective bargaining, say Arthur A. Thompson and Irwin Weinstock in a paper titled "Facing the Crisis in Collective Bargaining."* While unions still focus their energies on seeking such things as higher wages, fringe benefits and job security, management is tending to apply a strategy aimed at satisfying the non-economic as well as economic needs of employees, the paper says. Thompson and Weinstock have concluded that the new management strategy bypasses the role of unions and attempts "to separate the organization's employee relations from its collective bargaining relationship with the union."

Before discussing the present evolution, the paper briefly outlines the X and Y theories of leadership strategy as formulated by Douglas McGregor in his book, *The Human Side of Enterprises* (New York, McGraw-Hill, 1960).

Theory X is the authoritarian view of direction and control that assumes:

- the average employee doesn't like work and will avoid it if he can;
- because of this dislike, the employee must be coerced, controlled, directed and threatened; and
- the average employee wants to avoid responsibility, prefers to be directed, and with his little ambition wants security above all. In this situation, employees are motivated in a positive manner by the prospect "of monetary reward and in a negative manner by the threat of discharge."

Theory Y is the democratic or employee-centred approach that assumes:

- employees don't inherently dislike work;
- external control and the threat of punishment aren't the only ways of realizing objectives;
- commitment to objectives is a function of the rewards associated with their achievement;
- under proper conditions, employees learn to accept and seek responsibility; and
- the capacity to exercise a relatively high degree of imagination, ingenuity and creativity in solving organizational problems is widely distributed among employees. Thompson and Weinstock say that, under Theory Y, the manager's concept of employee motivations is more comprehensive than under Theory X. He sees that an employee, besides seeking economic satisfaction, wants social satisfactions, ego gratification, and the opportunity for self-development. "The Theory Y manager perceives himself as a co-ordinator of his work group rather than the boss."

The Theory Y model, with its emphasis on the behavioral sciences, says the paper, is receiving substantial, though not unqualified support among management theorists and researchers. The paper points out that, under Theory Y, employees develop better attitudes toward their jobs and the organization; there is an increase in productivity and efficiency; there are better employee-management relations; and a more democratic society evolves, with "greater protection of employee interests." According to the paper, experimental studies have shown that there is a positive relationship between productivity and democratic supervisory practices. Employee-centred supervisors seem to head high-production departments more often than do production-centred supervisors. Because today's standard of living provides reasonably well for the satisfaction of the physiological and security needs of most employees, the paper says, the motivational emphasis must include satisfaction of the higher-level social, ego and developmental needs of employees.

Despite this change in management's point of view, unions and union leaders "continue to ignore the implications of developments in the behavioural sciences for employee-union-management relations." In fact, it seems to the authors that the union approach to collective bargaining implies not only that managers are oriented to Theory X but also that the union accepts the assumptions of Theory X. Perhaps, the paper continues, "money is stressed because both managements and unions assume monetary motivation and can accept this way of interpreting employer behaviour in dealing with each other. Yet such intense preoccupation with satisfying economic desires both forces and encourages workers to seek the satisfaction of their non-economic needs off the job, and to view work and the workplace as more or less evil necessities."

The Theory Y manager, Thompson and Weinstock say, will attempt to give his subordinates opportunities to satisfy their multiple needs on the job, while unions will strive for a contract package containing economic satisfactions that can be enjoyed away from the job. For example, management may face strong union resistance if it emphasizes increased individual responsibility. The Theory X union leader may see this as a threat to worker security, because it involves possible revision of job descriptions. If management tries to install a productivity-oriented reward system, it may be seen by the union as a threat to the uniformity and cohesiveness of the bargaining unit.

Another example cited concerns what happens when management tries to enlarge the scope and diversity of jobs. The union may see this as a "tool for undermining the position of specific skilled groups, perhaps even as a device for reducing the work force." The paper adds that "the divergence of union and management value systems probably will make the very process of achieving contract agreement and industrial peace more disagreeable. And as the two positions become further apart, the terms of agreement may become less satisfactory and less tolerable, thereby raising the costs of agreeing to the other party's terms."

When the X and Y theories conflict at the bargaining table, Thompson and Weinstock say, communication may become less frequent, and managerial efforts to meet the broader needs of employees

Continued on page 9

*Arthur A. Thompson and Irwin Weinstock, "Facing the Crisis in Collective Bargaining," *MSU Business Topics*, Summer, 1968. Condensed by permission of the publisher, the Bureau of Business and Economic Research, Division of Research, Graduate School of Business Administration, Michigan State University, East Lansing, Michigan.

3rd Convention of the CNTU

Opening of a Second Front

(*Translation*)

HE Confederation of National Trade ons, at its 1968 biennial convention Quebec City, moved to promote a re-anization of its internal structures and ew sharing of decision-making with iew to facilitate greater participation ll members. In defining and assigning ater roles to its trades federations and entral councils, the Confederal Bureau the CNTU Executive gave new in-nce and authority to members of the rmediate structures, who, in turn, g closer to the individual, may in-nce him and gain his more constant , it is hoped, more efficient participa-. On the other hand, the Executive the Confederal Bureau, being en-ed and supported by a group of erts, may develop more easily the king and action of the movement in er to be able to act in the interest of members and influence the decision res at the highest level, whether tical, economic, social or cultural.

f all the discussions and decisions, in ch more than 1,200 official delegates some 500 observers took part, cial attention was given to the moral rt prepared and submitted by the lected President of the Confederation. s report, reviewed and accepted by a mittee and the CNTU convention, stitutes a sort of guideline governing attitude of the movement and its nbers toward any authority whatso-. This report reflects in a way the osophical thinking of a portion of Canadian society and suggests the appropriate means of action of this central labour body.

At the beginning of his report, the President, Marcel Pepin, noted that the condition of the workers since the fall of 1966 was far from having improved; in some cases it was getting worse. A new development affecting other sectors of society is coming to light, however. Those who feel caught in the entanglement of a society that is far too rigorous and legalistic now unite and, by collective means, try to draw the attention of governments and the public to themselves.

The phenomenon of dispute at all levels is growing because the patience of the lower class is exhausted. Furthermore, it appears that the action of unions within enterprises has not been enough over the past two years, because other situations directly affecting our lives develop outside the undertaking and there is a risk that they may be settled without our intervention if we do not take measures to assure ourselves of a prominent place at all levels of decision-making, whether political, economic, social or cultural, Mr. Pepin pointed out.

The CNTU President showed the ever-present necessity of sustained action within the enterprise and recalled the satisfactory results derived from the application of trade union methods, especially since the famous strike in the textile industry in 1937. It was to stimulate trade union action outside the enterprise and in a way predict its success that he wanted to remind the members of the work accomplished over the past 30 years. His judgment of these past events and experience was favourable, and he saw no reason why the same efforts should not be assured of the same success, if they were initiated outside the enterprise.

It was in the consumer field that Mr. Pepin saw the most frequent possibilities of injustice to individuals, especially those with low incomes. The injustices from which more than half the people of our country suffer, a country considered rich by most nations of the world, are unemployment, slums, inflation, usury in all its forms, capital speculation and finance.

Injustice appears to be penetrating more and more into the lives of people of small means, and the relationship between producer and consumer is at such a low level of trust that redress will be achieved only through pressure exerted by unions and consumer associations.

This will be our second battle front in the years to come, Mr. Pepin said.

The President of the CNTU was of the opinion that unemployment was the first injustice that must be corrected. Cyclical unemployment was part and parcel of our economic system; industrial unemployment was a consequence of automation and technological change; finally, there was unemployment of persons in the prime of life, who have often contributed to the success of the undertaking, and who are dismissed by management which does not even ascertain

whether there is a possibility of retraining them.

Housing at a reasonable cost in keeping with income had become so rare that in many cities in Canada this one item of the budget had become a nightmare. Here the President noted that 12,500 dwellings in Montreal were demolished to be replaced by 300. To him, the difference in these figures was a real scandal and reflected a lack of social consideration for the evicted citizens, who belonged to the poor class in the majority of cases.

Mr. Pepin then went on to criticize the political leaders and the leaders of our Canadian economy for the subtle fencing-in of the citizen's liberty by means of taxes and profits, which proves that the system is organized to protect the "big shots," as he called them.

The President of the CNTU was greatly concerned about the too exclusive control of information media by a few individuals, and the curbing of newspapermen's freedom of thought by the policy of protecting profits and the status quo.

For the President of the CNTU, the socialization of numerous professional services in the world today appears to be the surest way of obtaining community services at a reasonable cost for low-income workers. He showed physicians, lawyers, dentists, and various other professional groups how they could become a little less identified as the privileged people within society and become a little more the servants of the people. Finally, as the last grievance against the present system, Mr. Pepin pointed out the anomaly of non-participation of unions in the accumulation and administration of private pension funds. The trade union leader cannot agree to the use of riches that are the property of trade unions to feed the economic systems in a purely capitalistic way when these funds represent the savings of workers for their future needs.

Mr. Pepin did not fail to point out, however, the sudden and rapid growth of new groups of "protesters." This reaction calls for new action on the part of all trade union members because trade unionism has grown old and is no longer leading the protests as it did 30 years ago. Trade unionism must recapture its first place in the defence of the rights of all workers and especially of those who have the least security, those who are generally included in the unskilled labour force. Even those who avail themselves of the benefits of our social security system must in the mind of the union leaders become the object of concern of the movement.

To help set up a society built for man, the President of the CNTU wants to see the trade union movement relatively independent of the established structures to enable it, through observation, study and research, to analyze our social and economic ills and suggest the remedies that the trade union movement believes most efficient to cure or at least lessen the ills created by our political, economic, social and cultural systems. Mr. Pepin noted that this task has already begun but in order to attain the objective, a new impetus must be given.

The methodology hoped for by the CNTU President must be based on four considerations: it must be realized that partial action cannot change the whole system; that well-defined and carefully determined objectives are essential to bring about the desired changes; that actions initiated with a view to attain a precise goal constantly aim at a change of the entire system, which remains our ultimate goal; finally, that the success of a permanent and global endeavour of this kind rests on the degree of personal participation of the individual. In the eyes of Mr. Pepin, such is the picture of an active and progressive democracy. We thus arrive at the co-operative formula. Here the President of the CNTU sees the following consequences of joint action by the workers and the people of small means:

1. the development and revitalization of the co-operative system;
2. the creation of a co-operative service;
3. the multiplication of savings funds;
4. the constantly growing development of recruiting in credit unions;
5. the multiplication of consumer co-operatives;
6. more exchanges with the co-operative movement;
7. the organization of collective resistance to the increase in prices;
8. the declaration of price warfare.

Other means of action seriously studied and vigorously applied to the various situations created by the consumer civilization induced the President of the CNTU to make a stirring appeal to the entire working class and poor population to set up the army of the second front while maintaining the first, wherein union members will have to continue their struggle within the undertaking. With the assistance of the trade union movement, the second front must organize the struggle in all the sectors outside the undertaking at the same time and be determined to seek the most efficient and modern means of achieving a more human organization of the milieu in which we live.

Mr. Pepin concluded by stating: "It is up to the working population itself to command attention in history and build the society it wants."

Collective Bargaining

Continued from page 92

will be threatened and disrupted. A secon hazard arises, they say, if the unions fail t recognize the non-economic needs of thei members, thereby producing a deteriora tion of the union's bargaining power, an perhaps driving a wedge between em ployees and unions by drawing the alle giance of employees away from the unio and toward the company.

"It is not unreasonable to expect tha workers will view the importance of th union and its role as economic benefacto less favourably relative to managerial ef forts to satisfy non-economic needs." This the authors say, will make the organizin of white-collar workers even more difficul "Management's ability to offer some satis faction of these needs partially account for the close identification that white-co lar employees have with the managemen It is likely that managements have a grea er propensity to apply Theory Y to pro fessional, technical and non-union, sa aried clerical employees—while reservin Theory X for the unionized hourly em ployees—thereby greatly reducing whit collar attraction to unionization."

Tomorrow's union and manageme leaders, say the authors, will know mo about developments in the behaviour sciences and be less prone to accept ol assumptions about human behaviour. convergence of opinion on the nature an needs of employees should result. But these developments are not recognized, th report concludes, it "could conceivab effect a sizable reduction in union ba gaining power and influence within bus ness organizations. Unions and othe must begin to take notice of the shift management thought brought about b behavioural scientists if they are to avo compounding the crisis in collective ba gaining."

Wage Policy

Continued from page 91

gain information concerning any pri and wage increase likely to have an i flationary effect on the economy. In spi of the reservations made by several oth economists, Prof. Bouvier saw in th last condition for the success of the guid line system a means of assuring pri stability and full employment. In federal state such as ours, he observed, I can foresee success for a wage policy on if there is a greater co-ordination policies at the decision-making levels governments. He concluded by emph sizing that the problem here in Cana can be solved only through the decentra ization of federal authority in favour the provinces, because the provinces a closer to their own particular problem

Unemployment Insurance Advisory Committee Report — 1968

The unemployment insurance fund owed an "unmistakable deterioration" during the 1967-68 fiscal year. And most of this deterioration took place during the first part of the year, says the actuarial report of the Unemployment Insurance Advisory Committee. The committee said that the balance of the fund stood at $302 million at March 31, 1968. This total included a $44 million surplus for the year, but a surplus small in comparison to the $116 million left at the end of the 1966-67 fiscal year.

The report forecast a surplus at the end of the present fiscal year of about $80 million, but said that this figure should be looked at with caution. The amendments made in June 1968 to the Unemployment Insurance Act should improve the Fund's financial position by adding more than 700,000 contributors, the report says. The amendment increased the wage ceiling for coverage to $7,800 a year from $5,460 (L. G., Aug. 1968, p. 462).

In the fiscal year ending March 31, 1968, ordinary benefit payments amounted to $316,465,541 and seasonal benefit payments totalled $72,117,250. Compared to the previous fiscal year, ordinary and seasonal benefit payments increased 26 per cent and 29.2 per cent. During the same period, contribution revenue rose by one per cent to $417 million.

For the fourth consecutive year, the report says, there was a net increase in early revenue over expenditures of the fund. As well, applications for benefit and the amount of benefit paid increased for the second consecutive year in comparison with the previous year. The number of active claimants on the last day of each month reached a peak of 649,480 in February 1968. This was 107,643 claimants more than the figure for the highest month in the previous year, which was also February.

Demands on the Fund were heaviest in the past part of the fiscal year, especially during January, February and March. These greater demands on the Fund did not seem possible when, in its last report, the committee forecast a surplus of between $55 and $125 million.

One of the serious problems faced by the Fund, the report says, is the average level of unemployment. In the 1966-67 fiscal year, this figure amounted to 3.7 per cent of the labour force, and rose to 4.4 per cent in the next year. This meant a 19-per-cent increase in the average level of unemployment. This higher rate may foreshadow another upward movement in unemployment, the report states. But it goes on to say that there was some optimism about the economy for the remainder of the 1968-69 fiscal year.

In March 1968, the labour force totalled approximately 7,608,000, the committee reports. This was 119,000 or 1.6 per cent higher than the total for March 1967. Although employment increased by 31,000 over March 1967, the number of unemployed also increased to approximately 488,000, up 88,000 over the year.

The Commission's policy of centralizing and consolidating its operations was continued during the year, the report states. Forty-six additional local offices were closed during the year, and their functions were transferred to other adjacent offices. One new office was opened in Waterloo, Ont.

Complete Text of the Unemployment Insurance Advisory Committee Report

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1968, and received and considered the following reports:

1. from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1968;

2. from the Dominion Bureau of Statistics, a tabulation of 1967 unemployment insurance statistics; and

3. from the Actuarial Branch, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1968 was $302,652,439. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1968	$302,652,000
1967	258,203,000
1966	141,483,000
1965	40,497,000

The Fund again increased this year, as it

has done for the last four years, and at March 31, 1968 had a balance of $302 million. The increase of $44 million in the year just ended was relatively small compared with that in the previous year, $116 million, principally because the contribution revenue remained at about the same level, whereas the benefit payments jumped rather sharply from $307 million to $388 million, an increase of 26 per cent.

Although the Fund is adequate for immediate purposes, the Committee is nevertheless glad to note that amendments to the Unemployment Insurance Act that came into force on June 30, 1968 have adjusted the contribution and benefit rates in order, among other things, to bring the revenue and expenditure of the Fund into a more satisfactory balance.

The Committee is also gratified to note that the amendments have carried into effect part of what the Committee urged upon the Government in its report last year—namely, the adjusting of the benefit rates and of the earnings ceiling for coverage purposes in line with the current average wages and salaries in Canada, which has had the effect of re-establishing them at the same relative level at which they were fixed at the time of the last major revision of the program in 1959. From statements made by the Minister of Labour in the House of Commons when these amendments were introduced, however, the Committee understands that, in addition to these adjustments, which were to be made immediately, the Government intends to make more extensive revision to the Unemployment Insurance Act, with a view to improving the effectiveness of the Act and curbing abuses. In this connection, the Committee notes that it is now six years since the recommendations of the special Committee of Inquiry into the Unemployment Insurance Act were put before the Government.

It is the feeling of the Committee that the Government and the Unemployment Insurance Commission could make considerably more extensive use of the experience and knowledge of the membership of the Advisory Committee in the examination of proposed changes in the legislation before they are introduced in Bill form, and in the examination of other problems that come before the Unemployment Insurance Commission. The Committee should not be confined to its statutory duties under Section 89 of the Act, but also be consulted from time to time under Section 91(2).

The number of persons covered by unemployment insurance at June 1, 1967 was estimated by the Dominion Bureau of Statistics at 4.7 million, an increase of 250,000 from the year before. The size of the covered population has not increased in the last few years in proportion to the growth in the total labour force. The recent amendment which raised the earnings ceiling for coverage purposes from $5,460 a year to $7,800 a year, however, will bring in a substantial number of salaried employees, estimated at half a million, who have been excluded hitherto by reason of their earnings.

The comparatively slow growth of the insured population can be attributed to two main reasons: first, the continuously rising average earnings combined with an earnings ceiling for coverage purposes that had remained fixed for the last nine years at $5,460 tended to remove from the compass of the program many salaried workers whose earnings increased above the ceiling; and second, most occupational groups of paid workers whom the Act at present excludes seem to have increased at a faster rate than the groups subject to unemployment insurance. This was particularly true of government employees, teachers and employees of hospitals and charitable institutions.

The extension of coverage to virtually all paid workers in agriculture from April 1, 1967 was expected to add a substantial group to the covered population, whose claims on the Fund would exceed the contributions paid in respect of them to a significant extent. Provision for taking care of this was accordingly made in the recent adjustments in the overall contribution rates. It has not been possible yet, to assess the full financial impact of this extension of coverage.

The first reason is that, because of the time lapse before farm workers acquired the necessary qualifying contributions, practically no benefit payments were made to them for the first six months after April 1, 1967. It was not until the January-March 1968 quarter that the volume of benefit payments became significant. Second, a change made in the regulations in August 1967 had a considerable impact on the exemption of casual workers on farms. Third, it appears probable that, during the 1967 farming season, contributions were not paid in respect of all farm employees who were in insurable employment, and this of course affected not only the revenue of the Fund, but also the benefit payments. Accordingly, although the contributions paid during the fiscal year 1967-68 roughly balanced the benefits paid during the same period (about $2 million in each case), it cannot be concluded that this is a true reflection of the situation that will exist when the program has fully matured. An accurate assessment of the eventual effect on the Fund will have to wait until then.

In reviewing the reports supplied by the Commission on the number of benefit claims received and the action taken regarding these, the Committee felt some concern about the considerable number of claimants who were disqualified for failure to lodge insurance books with the Commission's office at the time of filing a claim

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1968	*1967*	*1966*	*1965*
	(in thousands of dollars)			
Increase in balance from previous year	44,449	116,720	100,986	39,622
Contributions from employers and employees	374,458	343,853	328,319	310,751
Contributions from the Government of Canada	69,491	68,771	65,664	62,150
Amounts collected in penalties	188	172	146	121
Interest on investments	15,894	10,913	4,671	1,792
Less interest paid on loans	—	—	—	163
Total net revenue	433,031	423,727	393,800	374,815
Ordinary benefit payments	316,465	251,209	238,281	265,660
Seasonal benefit payments	72,117	55,798	59,533	69,370
Total benefit payments	388,582	307,007	297,814	335,030
Excess of revenue over expenditure	44,449	116,720	100,986	39,622
Fishing coverage				
Contributions from employers and employees	1,284	1,387	1,234	1,293
Contributions from the Government of Canada	266	261	247	259
Benefit payments	11,576	10,845	10,240	11,732
Excess of benefit payments over contributions	10,026	9,197	8,759	10,180
Other statistics		(*numbers*)		
Number of initial claims for unemployment insurance received	1,389,000	1,213,000	1,190,000	1,311,000
Average number of benefit weeks paid	13.2	12.6	12.6	13.0

benefit. We understand that, in some tances, the disqualification is temporary d is removed before the date for the t payment of benefit if the insurance ok has been lodged by that time. The mmittee feels a desire, however, for re detailed information regarding the gth of time needed to get the first pay- nt of benefit into the claimant's hands, d the reasons for imposing such a sub- ntial number of disqualifications. The mmission has undertaken to supply this ormation.

With respect to the prospective state of Fund, the actuary has advised the mmittee that, due to the non-existence statistical experience data applicable to program in its revised form, it is not ssible to make a reliable estimate of the nd's progress during the fiscal year 68-69. Nevertheless, calculations per- med on a number of broad arbitrary umptions indicate the possibility of a plus from operations of [about] $80 llion. This is estimated after taking into count the recent amendments in the con- ution and benefit rates, and the earn- s ceiling for coverage purposes, and on assumption that no further amend- nts will come into force before the end the current fiscal year, and that the neral level of unemployment will be the me as that experienced during the cor- ponding period of 1967-68.

The Committee again draws attention to fact that several large groups of em- oyees, such as hospital employees, are t yet covered by the Unemployment In- rance Act. As there appears to be no ministrative difficulty involved in apply- the Act to this group at least, the Com- ttee recommends that consideration be en to this extension of coverage.

The Committee also repeats the sugges- n made in its previous report that the e for submitting its annual statutory ort to Your Excellency in Council be ended. The present requirement in Sec- n 89 of the Unemployment Insurance t that the report be submitted by July 31 ows the Committee insufficient time to e adequate study to the material sup- ed to it, some of which cannot be made ailable until July, when final figures for fiscal year are known. It is respectfully ggested that a provision for extending s time be included when next amend- nts to the Act are made.

The Committee wishes to express its preciation to the Unemployment Insur- ce Commission and its officers, the uaries of the Department of Insur- ce, and the officers of the Dominion reau of Statistics for the information d explanations they have provided.

Respectfully submitted,
(*Sgd.*) T. Urquhart,
Acting Chairman.

Insurance Registrations and Other UIC Statistics

On September 30, insurance books or contribution cards had been issued to 4,766,858 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,164, a decrease of 1,835 since August 31.

During September, there were 10,381 investigations conducted by enforcement officers across Canada. Of these, 8,117 were spot checks of claims to verify the fulfilment of statutory conditions, and 468 were miscellaneous investigations. The remaining 1,796 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 178 cases, one against employers and 177 against claimants.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 546.*

Revenue received by the Unemployment Insurance Fund in September totalled $52,618,682.60 compared with $45,175,439.55 in August and $37,959,-998.56 in September 1967.

Benefits paid in September totalled $20,760,907.69 compared with $26,201,-971.59 in August and $15,771,587.82 in September 1967.

The balance in the Fund on September 30 was $341,490,192.56 compared with $309,632,417.65 on August 31 and $322,-754,427.07 on September 29, 1967.

On August 31, insurance books or contribution cards had been issued to 4,700,350 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,999, an increase of 4,306 since July 31.

During August, there were 9,932 investigations conducted by enforcement officers across Canada. Of these, 8,090 were spot checks of claims to verify the fulfilment of statutory conditions, and 439 were miscellaneous investigations. The remaining 1,403 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 115 cases, all against claimants.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 660.*

*These do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in August totalled $45,175,439.55 compared with $30,406,-144.71 in July and $45,026,391.03 in August 1967.

Benefits paid in August totalled $26,-201, 971.59 compared with $18,858,223.87 in July and $16,848,719.57 in August 1967.

The balance in the Fund on August 31 was $309,632,417.65 compared with $290,-658,949.69 on July 31 and $300,566,016.33 on August 31, 1967.

NOTE: Insurance registrations for August 1968 were not available for inclusion in our January issue, so the reports for both August and September are appearing in this issue.

What Price Harmony?

Continued from Page 77

to save the jobs of its local members, and they were afraid that the plant would have to close if they asked for more than the company's first wage offer. In the small mills, unfavourable economic conditions such as a depressed pulp market and low prices, inability to follow the industry wage pattern, collective agreements arrived at on the basis of the relative power position of the parties, management's desire to keep the unions at arm's length, and the union's policy of wage parity for the same and similar work, resulted in an "armed truce."

"My study confirms the final conclusions of Harbison and Coleman and Dr. Clark Kerr* that environmental factors provide only a partial explanation of the type of union management relationship that exists in a company. Favourable environmental conditions may permit industrial peace, but the attitudes of the leaders on both sides are equally important."

Dr. Jain said that his findings also corroborate the argument of Dr. William F. Whyte† that men are not mere "pawns" of their environment, and that even where such environmental factors as economic forces cannot be changed, workers and management can create the relationship they want by changing their interactions.

*Frederick H. Harbison, Professor of Economics and Director, Industrial Relations, Princeton University, Princeton, N.J. John R. Coleman, Associate Director, Program in Economic Development and Administration, The Ford Foundation, New York, N.Y. Dr. Clark Kerr, formerly President of University of California, Los Angeles, Calif.

†William Foote Whyte, Professor, Industrial and Labour Relations, Department of Organizational Behaviour, Cornell University, Ithaca, N.Y.

Supplemental Unemployment Benefit Plans

Supplemental unemployment benefit (SUB) plans are designed to provide benefits to workers covered under them supplemental to government unemployment insurance when they are unemployed. At present, about 25 per cent of all workers in the United States covered under major labour contracts are provided with such plans, whereas only about 5 per cent of Canadian workers are so provided.

In a paper presented to the 1st annual Canadian conference of the National Foundation of Health, Welfare and Pension Plans Inc., Samuel Eckler, of Eckler, Brown & Co. Ltd., Consulting Actuaries, Don Mills, Ontario, described the developments in and progress of the SUB plans since their inception in the auto industry in 1955 (L. G. 1956, p. 1244). The SUB plans usually arise from a collective agreement between labour and management, and fit into the inner fringe of negotiated employee benefits, together with pensions and medical care, hospital care, long-term disability, temporary disability and life insurance. Mr. Eckler pointed out that the plans are more common in large than in small employer units and are closely connected with unemployment insurance.

Historically, the SUB plans in the U.S. grew out of the efforts of the steel and auto unions to achieve a guaranteed annual wage. The United Steelworkers of America made a guaranteed annual wage one of the objectives in their 1943 negotiations with the steel industry. Because this was wartime, the proposal was referred to the U.S. National War Labor Board, which initiated an investigation that was eventually published as the "Latimer Report." From this, there occurred the metamorphosis of the guaranteed annual wage into the supplementary unemployment benefit. Mr. Latimer concluded that a guaranteed annual wage would be too expensive for the steel industry at that time, but he suggested that a less expensive plan would be to supplement the benefits paid by the unemployment insurance system. The supplementary benefits would be paid out of a pooled, non-vested fund comprising employer contributions only. The SUB plan would not only be less expensive than a guaranteed annual wage, but would have the advantage as well of providing maximum protection when it was most needed — at the time of layoff.

In Canada, a few such plans are in effect in the automobile and steel industries, and among the railway workers and the construction trades. A survey of SUB plans was made in Canada in 1959, at which time there were 40 employers with such plans covering about 67,000 workers. It is estimated that there are now 170 employers with SUB plans and that about 250,000 employees are covered.

All SUB plans are financed solely by employers. Contributions are usually expressed as so many cents an hour worked or for each hour paid. A few plans require the employer to pay a percentage of payroll, and others, a flat amount a week. A study in 1964 by the U.S. Department of Labor showed a range of employer contributions from 2 cents to 15 cents an hour worked or paid for, with the usual contribution being 5 cents an hour paid for in the auto industry-type plans, and 9½ cents an hour worked in the steel industry-type plans, comprising a cash contribution of 4½ cents an hour worked and a contingent contribution of 5 cents an hour worked, which was accumulated in the accounts of the employer. Mr. Eckler has no comparable statistics for Canada, but he estimates that the usual contribution in Canada is about 5 cents an hour worked.

Most SUB plans provide that the employer contributions will continue until the fund reaches a maximum level. This level may be expressed as so many dollars for each employee covered, or as a certain number of cents an hour times the total hours worked by the covered group in the preceding year. In Canada, an employee usually becomes entitled to SUB when he demonstrates that he is entitled to an unemployment insurance benefit, and the amount of the supplementary benefit is usually related to the amount of the unemployment insurance benefit. An SUB plan is valid and appropriate only as a fringe or employee benefit when the government unemployment insurance plan proves inadequate in any industry for any reason whatsoever. The SUB plan provisions deal with subjects such as who is eligible for benefits, how the benefits are determined, how the plan is financed, and how and by whom is it administered.

In many plans, the employee may be eligible for the SUB plan only if he has registered with an employment office and has not refused to accept employment deemed suitable under the unemployment insurance system, and has received government unemployment insurance benefit. He will not receive SUB if he has been laid off for disciplinary reasons, or because of any strike, slowdown, work stoppage, picketing, or a dispute of any kind involving employees.

All SUB plans pay a weekly benefit to wholly unemployed workers who have satisfied the other required eligibility conditions. But many plans provide a SUB as well to employees who are not fully employed and who may either be drawing government unemployment insurance or not be eligible for it. These are called special weekly or short workweek benefits. Benefits such as separation pay, moving allowance, and the payment of health insurance premiums while unemployed are also included in many plans.

The amount of benefit paid under the steel and auto industry plans and those designed like them is about 65 per cent of pre-tax earnings. This includes government unemployment insurance. Some other plans provide a benefit of 65 per cent of after-tax earnings, including government unemployment insurance. In the construction trade, the amount of benefit is usually a flat amount a week while unemployed. A few plans calculated the amount of benefit exclusive of government unemployment insurance. Additional benefits are frequently provided when there are dependents. Further, there is usually a maximum benefit under the steel- and auto-type plans, which is frequently higher when

employee is not eligible for governnt unemployment insurance.

The duration of the regular weekly B payments is usually based on the mber of credit units the worker acnulated up to the time of layoff, to a ximum of 52 weeks. Under some plans, wever, when the fund falls below a tain level, the number of credit units ncelled for each weekly benefit may be reased, thereby shortening the duration the benefit. Because the number of units ncelled when the value of the fund deases varies according to the workers' iority, laid-off workers with long vice may be assured protection for a portionately longer period of time than ployees with less service. Usually, SUB ns are administered by the employer. e industry-wide or multi-employer ns are administered by a joint comttee representing union and managent.

f an SUB plan is not approved by the employment Insurance Commission, benefits received under it would be arded as earnings of an employee, and ght disqualify him from benefits under employment insurance. Therefore, Mr. kler points out, an SUB plan should lude the following principles in order be approved by the Unemployment surance Commission:

- it must be designed to supplement employment insurance benefits;
- it must not be one in which the employee has a vested interest in money set de for the payment of his benefits; and
- it must co-operate fully with the Unployment Insurance Commission.

In the panoply of employee benefits, r. Eckler concludes, the SUB is a eful adjunct and extension to unemyment insurance. It is particularly propriate for industries with high wages d excessive risks of technological and sonal unemployment. Its innovation the steel and auto industries is therere not entirely accidental, he comments. government social insurance system nnot provide an adequate and acceptle benefit structure for every industry d every employee. A dynamic economy ll always require supplements on an ployer-employee level to the benefits der some social insurance plans.

Mr. Eckler finds it surprising that SUB ns have not grown in popularity in nada. One reason may be the comxity of such plans, and another, the pularity of pensions and sickness and dical care insurance. He suggests that gradual government take-over of dical and prepaid medical care inrance and the growing concern about employment may evoke a resurgence interest in SUB plans in Canada.

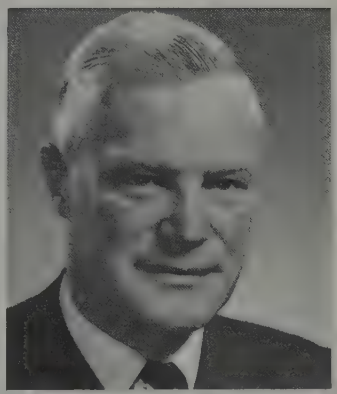
Collective Bargaining In the Public Service of Canada

There has not been a single referral to the Arbitration Tribunal established under the Public Service Staff Relations Act (L. G. 1967, p. 291) since the introduction of collective bargaining in the federal Public Service, Hon. C. M. Drury, President of the Treasury Board said recently. "Experience so far suggests that, in a [collective bargaining] unit governed by the option for binding arbitration, the pressures to find a mutually satisfactory settlement are just as strong as they are in one where the conciliation-strike route has been chosen," he said.

Speaking in November to the Joint Conference on Collective Bargaining in the Federal Public Service in Niagara Falls, Ontario, the Treasury Board President observed that the process of bringing in the business of bargaining has not been entirely painless, but in some ways it has been surprisingly so. To date, some 19 collective agreements have been signed, covering approximately 75,000 federal employees. The Treasury Board now faces eight bargaining agents certified to represent about 175,000 employees in 61 different bargaining units. In the hard work of hammering out the first agreements for public service employees, there have been two conciliation boards appointed to help resolve the disputes arising from the bargaining process. "And, of course, there has been one strike — a nation-wide postal strike that caused a good deal of pubilc inconvenience and concern," Mr. Drury told the representatives to the conference.

"Five years ago, many people predicted that we would have much more trouble than we have so far had, if only because the prospects then seemed to be so full of uncertainty. My personal assessment is that the results to date have been encouraging. There is certainly nothing to support the oft-expressed view that effective bargaining is impossible when arbitration lies at the end of the road."

As head of the largest employer in Canada, Mr. Drury said that "the commitment made by the Government in 1963 concerning a genuine system of collective bargaining for federal public servants has been honoured, but not yet completed. "The machinery of collective bargaining will be in place. Certification machinery, negotiating machinery, dispute settlement machinery, machinery for the administration of agreements and the processing and adjudication of grievances — all the machinery will be there. In this, there will be a certain short-term satisfaction. Long-term satisfaction will depend on the way the machinery is operated, and on the aims and objectives it is made to serve. It is in these areas that our concern for the future should lie."



NFB photo

Hon. C. M. Drury

On the basis of his experience, Mr. Drury is convinced that one of the major benefits of collective bargaining as an institution is to be found in its effects on the quality of management. He pointed out that good operation of the machinery means careful selection for positions of leadership, and careful training for positions of supervision and stewardship. He suspects that neither side has begun to come to grips with the enormous training requirements created by the introduction of the collective bargaining principle.

Concerning aims and objectives, future issues at the bargaining table must focus on some of the problems of morale and productivity that flow from causes unrelated to rates of pay and conditions of employment, Mr. Drury said. "We are jointly concerned about the satisfaction that a man derives from his work, about the factors that produce a productive working environment, about the calibre of the end product, and about the public image of the public service. In the last analysis, collective bargaining will be judged by the type of public service the new system produces."

Employment Fatalities

Third Quarter, 1968

Three occupational divisions accounted for 60.0 per cent of the total fatalities: craftsmen, production process and related workers, 32.2 per cent; labourers and unskilled workers, 16.1 per cent; and transportation and communication workers, 11.7 per cent. The remaining 40.0 per cent were distributed in the other occupational divisions: miners and quarrymen, 9.4 per cent; loggers, 8.1 per cent; farmers, 5.8 per cent; managerial workers, 3.6 per cent; service and recreation workers, 3.1 per cent; professional occupations workers, 1.8 per cent; sales employees, 1.3 per cent; fishermen, 0.9 per cent; and clerical workers, 0.5 per cent. In 5.4 per cent of the total fatalities, no occupational information was given.

Three accident-type categories accounted for 64.1 per cent of the total number of fatalities. These were: falls and slips, 22.4 per cent; collisions, derailments and wrecks, 22.0 per cent; and struck by different objects, 19.7 per cent. The remaining 35.9 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 13.0 per cent; contact with electric current, 7.6 per cent; conflagrations, temperature extremes and explosions, 4.5 per cent; miscellaneous accidents, 4.5 per cent; inhalations, absorptions and industrial diseases, 3.6 per cent; and over-exertion, 2.7 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

The Department has received reports on 223 employment fatalities that occurred in Canada during the third quarter of 1968. During the previous quarter, 212 fatalities were recorded. This is 30 more than the previously published total of 182 (L. G. Nov. 1968, p. 644). In the third quarter of last year, 335 fatalities were recorded — 96 more than the preliminary figure of 239 (L. G., Jan. 1968, p. 31). During the quarter, one multifatality accident brought death to four workmen when their pickup truck was struck by a train at a level crossing near Chatham, Ont.

Three industry divisions accounted for 53.7 per cent of the total number of fatalities.* Of the total, 52 occurred in construction, 36 in transportation and 32 in manufacturing. The remaining 46.3 per cent were distributed in other industry divisions as follows: mining, 11.2 per cent; forestry, 10.8 per cent; agriculture, 6.3 per cent; service, 5.4 per cent; trade and public administration, 3.6 per cent each; and fishing, 1.8 per cent. There were no fatalities recorded in the finance industry. No information was given for 3.6 per cent of the total fatalities, and these were coded as "not specified."

The 25-44 age group accounted for 40.8 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 24.7 per cent, and the remaining 34.5 per cent were distributed among the other age groups as follows: 20-24 age group, 18.4 per cent; 14-19 age group, 9.4 per cent; and 65 plus age group, 6.7 per cent.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion are recorded in supplementary lists, however, and statistics are revised accordingly in the next annual review.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 48.0 per cent of the total number of fatalities in mining, 44.2 per cent in construction, and 40.6 per cent in manufacturing. An examination of the concentration of fatalities by occupation shows that craftsmen and production process workers accounted for 62.5 per cent of the fatalities that occurred in manufacturing, and 51.8 per cent of those in construction. Another 38.4 per cent of the fatalities in construction involved labourers and unskilled workers.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 58.3 per cent of the fatalities in forestry were the result of the victim being struck by different objects; 63.9 per cent of the fatalities in transportation were the result of collisions, derailments and wrecks; and 38.4 per cent of fatalities in construction were the result of falls and slips.

During the quarter under review, there were 85 fatalities in July, 78 in August and 60 in September. By province, the largest number of fatalities, 93, occurred in Ontario; in British Columbia there were 39; and in Alberta, 31.

*See Table H, p. 136

Qualified Manpower in Ontario: 1961-1986

study of Ontario's trained labour force has projected up to 1986 the ovince's manpower needs in response to technological change and cial pressures.

MANY occupations are dying out ile others are becoming less important proportion to the total labour force of tario. Accountants, auditors, clergy- n, optometrists, chiropractors, shoe- kers and osteopaths represent occupa- ns of diminishing importance. Mean- ile, new skilled occupations are becom- more important, and the number of fessors, actuaries, statisticians, econo- sts, dental hygienists and computer grammers is increasing rapidly.

These are among the findings of a study ed *Qualified Manpower in Ontario, 1-86 Vol. I: Determination and Projec- n of Basic Stocks* by Cicely Watson and eph Butorac (Ontario Institute for dies in Education, Toronto, 1968). The dy is an attempt to project rather than ecast the requirements for trained man- wer. As the report puts it, "The difference ubstantial: forecasting implies predic- n . . . Projecting is much more modest; s estimating what may be expected in normal course of events."

The study found that, the professional l technical occupation as part of the al Ontario labour force, increased from per cent in 1941 to 9.7 per cent in 1961, l the projected proportion in 1986 will l2.5 per cent. "This proportionate gain bout 29.1 per cent is the result of faster wth in the professional and technical upations than in the labour force as a ole; such adjustment is to be expected an economy that has passed through a iod of tremendous expansion and as- ned a position of sustained growth."

The proportion of women in the profes- nal and technical occupations shows a kening, the report found. This is main- ecause of the persistent decline in the portion of female elementary school chers and too little growth in the num- of nurses.

Between 1941 and 1951, skilled occupa- ns grew rapidly, their proportion of the labour force rising from 17.3 per cent to 19.9 per cent. But in 1961, this proportion declined to 18.2 per cent. In its projection, the report expects this trend to continue, with a decline to 16.9 per cent of the labour force in 1986, even though there will be an absolute growth of 59.9 per cent during the period. The demand for technical skills will grow, while the demand for hand skills will fall. The report says that some occupations such as shoemakers, telegraph operators, locomotive firemen, flight engineers and navigators are dying out, but that new skilled occupations have been introduced. There will be an expansion of skilled workers in electronics and machine operating, papermaking and printing.

Total qualified manpower in the Ontario labour force grew from 374,268 in 1941 to 699,806 in 1961, increasing its proportion from 23.8 per cent (25.8 per cent with persons in Active Service excluded) in 1941 to 29.2 per cent in 1961. The report projects an absolute growth of about 83 per cent in trained manpower by 1986, the result of an annual growth rate of 2.4 per cent, bringing the proportion in the total labour force to 31.1 per cent by 1986. A slight change is expected in the sex balance, with female workers increasing their share from 16.3 per cent in 1961 to 17.7 per cent of the qualified group, in 1986.

The proportion of the proprietary and managerial occupations is expected to grow from 4.6 per cent in 1961 to 5.3 per cent in 1986, and that of professional and technical occupations from 33.1 per cent to 40.3 per cent, while skilled workers will decline from 62.3 per cent to 54.4 per cent of the total qualified manpower force. Most of the future changes projected for the professional level are attributed to the educational upgrading of elementary school teachers. Without this change, absolute growth in this area during 1971-81, especially for females, would be considerably smaller than the period 1961-71. The total number of professionals is expected to grow to almost 350,000 in 1986 from 120,041 in 1961. That is an annual increase of about 4.5 per cent, bringing the percentage of professionals alone in the labour force to 8.5 per cent in 1986.

The 1961 schooling record of professional and technical occupations in the Ontario labour force shows 76,015 persons with a university degree and 32,621 with some university education. The report says that there will be a growth in university enrolment from 66,000 in 1966 to 253,000 in 1986. The impetus toward technical advancement and higher productivity will increase the need for physical scientists from 5,505 in 1966 to 13,345 in 1986. The number of professional engineers, however, will increase less rapidly as graduates from technical schools replace them in many functions.

Ontario's total labour force is expected to grow at an annual rate of 2.2 per cent, rising to 4,121,200 by 1986. This assumes that employment will be kept at an average of 97 per cent of the labour force, that productivity continues to rise by about 2.5 per cent per year, and that new capital investments continue to rise at an annual rate of at least 15 per cent. If these prerequisites are fulfilled, and the population of the province increases to more than 11 million by 1986, the growth in real terms should be sustained at about 4.7 to 4.8 per cent a year.

This study is the first of three parts, and the project will extend into 1969. A summary will be published for each volume. The institute's study is intended to establish the requirements for qualified or trained manpower that are likely to result from this growth in the province. Volume II will study replacement and expansion demands, and Volume III will deal with educational policy and other measures that should be considered in order to rationalize the supply of and demand for the qualified manpower at different time points in the projection period.

Consumer, November 1968

The consumer price index (1949-100) rose by 0.4 per cent to 157.5 at the beginning of November from 156.8 at the beginning of October. It was 4.3 per cent higher than in November 1967.

The food index increased by 0.4 per cent to 153.0 from 152.4 and was 3.4 per cent higher than the November 1967 level of 148.0. The price of milk advanced by nearly 2 per cent, mainly as a result of substantial increases in most Quebec cities. Bread, breakfast cereals, sugar and butter rose markedly in price; eggs and margarine declined. Higher prices for tomatoes, celery and grapefruit offset lower quotations for lettuce and bananas. Meat prices registered mixed movements—beef steaks, bacon, ham and chicken were lower in price, and beef and pork roasts, turkey and fish were higher.

The housing index rose 0.4 by per cent to 161.0 from 160.3 and was 5.0 per cent higher than the November 1967 level of 153.4. Shelter costs were higher, especially for rents, which increased more in Toronto, Calgary and Halifax. Home-ownership expenses advanced because of higher prices for new houses and repairs. Home furnishings registered marginal declines due to sales on certain items; and household utensils and equipment, including hardware, advanced slightly.

The clothing index increased by 0.5 per cent to 138.8 from 138.1 and was 3.2 per cent above the November 1967 level of 134.5. Men's wear prices rose by 1.2 per cent, mainly because of increases in the price of men's overcoats, but women's wear declined by 0.4 per cent as a result of reduced prices for women's coats and other items of outerwear.

The transportation index increased by 0.7 per cent to 162.7 from 161.6, mainly because of the higher prices for 1969 cars. The index was 3.0 per cent above its November 1967 level of 157.9.

The health and personal care index moved up 0.3 per cent to 201.0 from 200.3, with prices for toiletries and for men's and women's hairdressing in a number of major cities.

The recreation and reading index advanced by 1.5 per cent to 180.1 from 177.4. Higher cinema admissions and higher prices for sports equipment were responsible for the increase.

The tobacco and alcohol index remained unchanged. At its October level of 141.1, it was 9.6 per cent higher than a year ago.

Group indexes a year ago in November were: food 148.0; housing (shelter and household operation) 153.4; clothing 134.5; transportation 157.9; health and personal care 193.8; recreation and reading 170.5; tobacco and alcohol 128.7.

City Consumer, Nov. 1968

Between October and November, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.2 per cent in St. John's to 0.7 per cent in Montreal, Ottawa and Winnipeg.

Food prices rose in eight cities and declined in two. Housing, transportation, and recreation and reading indexes registered increases in all regional cities and city combinations. The general increase in transportation indexes was mainly due to the higher prices for 1969 cars. Indexes for clothing and for health and personal care advanced in nine cities and declined in one. The tobacco and alcohol component registered marginal movements with increases in three cities, decreases in three, and no change in four.

Regional consumer price index point changes between October 1968 and November 1968 were as follows: Montreal + 1.1 to 154.4; Ottawa + 1.1 to 156.2; Winnipeg + 1.1 to 153.0; Halifax + 0.9 to 148.3; Saskatoon-Regina + 0.8 to 147.1; Edmonton-Calgary + 0.8 to 148.5; Vancouver + 0.8 to 150.6; Saint John + 0.6 to 151.3; Toronto + 0.5 to 158.4; St. John's + 0.3 to 136.8*.

Wholesale, November 1968

The general wholesale index (1935-39 = 100) moved up 0.6 per cent in November to 272.7 from the October index of 271.1, and was 2.8 per cent higher than the November 1967 index of 265.3. Seven of the eight major group indexes were higher and one declined.

The animal products group index moved down 0.3 per cent to 300.7 from 301.6 on lower prices for fishery products, and fresh and cured meats.

The vegetable products group index rose 2.0 per cent to 233.9 from 229.4 in response to price increases for unmanufactured tobacco, sugar and its products, tea, coffee and cocoa, rubber and its products, and livestock and poultry feeds.

An advance of 1.0 per cent to 245.6 from 243.2 in the non-ferrous metals products group index reflected higher prices for silver, lead, and tin. The chemical products group index moved up 0.8 per cent to 214.5 from 212.8 on price increases for soaps and detergents, and organic chemicals. The wood products group index advanced 0.4 per cent to 376.0 from 374.4 on higher prices for cedar. Increases of 0.2 per cent or less occurred in three major group indexes: textile products to 257.5 from 257.0, iron products to 278.1 from 277.6, and non-metallic minerals to 207.0 from 206.9.

*On the base June 1951 = 100.

U.S. Consumer, Oct. 1968

The United States consumer price index (1957-59 = 100) rose 0.6 per cent to 122.8 in October. The results for 1968 to date now indicate that the price rise will be close to 4.5 per cent for the year.

Food prices, especially for eggs, dairy products and some fresh vegetables, increased in October.

The auto price increase recorded for the month was 4.5 per cent. The price of services, headed by rents, rose in October. Medical care, where the rise had moderated recently, moved up sharply again. There was another sizable increase in local property taxes.

British Retail, Sept. 1968

The British index of retail prices (January 16, 1962 = 100) was 125.8 at September 17, compared with 125.7 at August 20 and 118.8 at September 19, 1967.

The index for foods, prices of which are affected by seasonal variations, declined by about 3 per cent to 113.9 compared with 117.5 in August. Reductions in the prices of some fresh vegetables and fruit were partly offset by a rise in the average price of milk. The index for the food group as a whole fell by 0.5 per cent to 122.6, compared with 123.2 in August.

In the fuel and light group, there were increases in the prices of household coal and coke. The index for this group rose by 0.5 per cent to 133.2, compared with 132.5 in August.

The index for clothing and footwear rose by nearly 0.5 per cent to 114.1, compared with 113.7 in August, as a result of increases in the prices of a number of items in this group.

Mainly as a result of increases in rail passenger fares, the index for the transport and vehicles group as a whole rose by less than 0.5 per cent to 121.0, compared with 120.6 in August.

The services group index as a whole increased by about 1 per cent to 133.7, compared with 132.3 in August, mainly as a result of increases in postal charges.

There was an increase of about 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 129.4 from 128.6.

Women Workers in Britain

Financial consideration and the desire lead more interesting lives were the main considerations motivating men in Britain to work. The desire to ize qualifications or skills was im-tant only amongst the more highly cated.

These conclusions emerged from a two-ume report*, *A Survey of Women's ployment*, designed to determine the tudes of women and their conditions work. The survey which was based on rviews with 10,000 women, took place n July to October 1965, and sought also letermine the factors preventing married men from working outside the home.

More than half (52.6 per cent) of the men between the ages of 16 and 64 e gainfully employed, with the highest e (75.2 per cent) in the 16 to 19-year up. The rate fell sharply to 37.3 per t for the 25 to 29-year-olds, and then wed a steady increase for each age up, reaching 63.5 per cent for the to 59-year-olds, followed by a drop to 9 per cent for the 60 to 64-year group.

Nearly two-thirds of all working men were married, and close to half all married women were engaged in ne gainful employment, with a little ter than one in five working full time. ree-quarters of the working women l domestic responsibilities in addition their jobs; one-sixth of the full-timers l over half of the part-timers were ponsible for the care of children.

* Audrey Hunt — A survey carried out on alf of the Ministry of Labour by the Govern-nt Social Survey in 1965, SS 379, March 1968.

Among both married and unmarried women workers, the highly-educated women were more economically active than those with less education, and the husband of a woman with a high level of education tended to be more amenable to the idea of her working. The more highly-educated women, however, were less likely to be married, stemming possibly from the days when it was mandatory to choose between marriage and a career. One out of six married women reported working without her husband's approval.

Most of the jobs were at the lower end of the occupational structure. Although two-thirds of the jobs were classed as non-manual, the majority fell into the "junior non-manual" category, such as clerks, typists and shop assistants. More than half of the manual workers were in semi-skilled or unskilled occupations, and even those classed as "skilled manual workers" included few who could be regarded as skilled in the male apprenticeship sense. One woman in 20 was employed in a managerial capacity, and in many industries the proportion fell to a low of one in 100.

Hourly rates of pay were calculated from data submitted by 3,551 working women. More than half earned less than 5 shillings (63½¢) an hour, and 31.2 per cent under 4 shillings (50½¢) an hour. The largest group of 826 women earned between 3 shillings (37¢) and 4 shillings (50½¢) an hour and accounted for 23.3 per cent of the total. Less than 5 per cent of the total earned more than 9 shillings ($1.14) an hour. Some 555 women, 15.6 per cent of the total, did not state their earnings.

Women's Bureau

The principal of equal remuneration is in effect in the civil service, in banks, schools and the nationalized industries. In private industry, women's earnings averaged 60 per cent of men's, partly owing to differential rates as well as longer working hours, more overtime and more skilled work by men. Unlike Canada, there is no legislation pertaining to equal pay, and the principle has only recently been introduced in the civil service.

One in four women worked 36 to 40 hours a week, whereas some 22 per cent exceeded that schedule, working more than 40 hours a week. Some 32 per cent worked fewer than 30 hours a week and 13 per cent of the women did not report their working hours.

There were the smallest proportion of women workers in regions where women, particularly married women, have not traditionally gone out to work. About two-fifths of the women worked in the North of England and in Wales, compared to more than half of the women featured in the general survey.

Caring for children and doing housework were found to be the greatest deterrents to women working outside the home; easy travelling distance from home and pleasant working companions were the factors most frequently mentioned as making a job pleasant for a woman.

Certification

Before the CLRB

The Canada Labour Relations Board met for two days during November. It granted six applications for certification, rejected two, and ordered one representation vote. During the month, the Board received five applications for certification and allowed the withdrawal of four.

Applications for Certification Granted

1. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed by Carryore, Limited, Montreal, Que. (L. G., Nov. 1968, p. 649).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of stagehands employed by Bushnell TV Co. Limited (CJOH-TV) Ottawa, Ont. (L. G., Dec. 1968, 710).

3. International Association of Machinists and Aerospace Workers on behalf of a unit of flight attendant personnel employed by Nordair Ltd., Dorval, Que. (L. G., Jan., p. 32).

4. Victory Lodge No. 1188, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of restaurant employees employed by Canadian National Railways in its ferry terminal at Argentia, Nfld. (L. G., Jan., p. 33).

5. Federal Union 23736, Canadian Labour Congress on behalf of a unit of employees of Upper Lakes Shipping Ltd., Toronto, Ont., regularly employed in its Grain Elevator Division, Goderich, Ont. (L. G., Jan., p. 33).

6. Amalgamated Meat Cutters and Butcher Workmen of North America, Local P1145, on behalf of a unit of certain plant employees of the Red Deer Seed Co. Ltd., Red Deer, Alta. (L. G., Jan., p. 33).

Applications for Certification Rejected

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and M. & B. Enterprises Ltd., Regina, Sask., respondent (L. G., Nov. 1968, p. 649). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, and Kingcome Navigation Company Limited, Vancouver, B.C., respondent (L. G., Dec. 1968, p. 710). The application was rejected because the Board found the proposed unit of unlicensed personnel employed on the ship *Haida Transporter* to be not separately appropriate for collective bargaining.

Representation Vote Ordered

Brotherhood of Locomotive Firemen and Enginemen, applicant, The Chesapeake and Ohio Railway Company, St. Thomas, Ont., respondent, and Brotherhood of Locomotive Engineers, intervener (L. G., Sept. 1968, p. 543). The Board directed that the names of both the applicant and the intervener should appear on the ballot in the vote of locomotive engineers (Returning Officer: K. Hulse).

Applications for Certification Received

1. International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of employees of Victoria Cablevision Ltd., Victoria, B.C. (Investigating Officer: D. H. Cameron).

2. *Syndicat National des Travailleurs des élévateurs à grain* (*CSN*) on behalf of a unit of employees of Louis Dreyfus Canada Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet).

3. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Veteran Transfer Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

4. International Longshoremen's Association, Local 1931, on behalf of a unit of employees of Albert G. Baker Limited Quebec, Que., and Eastern Canada Stevedoring Ltd., Quebec, Que. (Investigating Officer: S. T. Payne).

5. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths Forgers and Helpers, Lodge 359, on behalf of a unit of employees of Foresteel Industries Limited, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. Canadian Union of Public Employees, applicant, and Transol Inc., Quebec, Que., respondent (L.G., Nov. 1968 p. 649).

2. Chauffeurs, Teamsters and Helpers Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Sasko Terminals Ltd., Regina, Sask., respondent (L. G., Jan., p. 33).

3. Chauffeurs, Teamsters and Helpers Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Buffalo Express Lines Limited, Regina, Sask., respondent (L. G., Jan., p. 33).

4. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Industrial Carriers Ltd., Regina, Sask., respondent (L. G., Jan., p. 33).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation

fore the Minister of Labour

)uring November, the Minister of La-
ır appointed conciliation officers to
l with the following disputes:

. Northern Dock and Warehouse Co.
., Kitimat, B.C., and Local 5115,
ited Steelworkers of America (Conciliа-
ı Officer: D. H. Cameron).

. Canadian Transit Company, Wind-
, Ont., and Local 880, International
otherhood of Teamsters, Chauffeurs,
rehousemen and Helpers of America
nciliation Officer: T. B. McRae).

. Nordair Limited, Montreal Interna-
ıal Airport, and Canadian Air Line
ots' Association (pursuant to Agree-
ıt Sec. 19.B.4, concerning rates of com-
sation to apply to the Boeing 737 air-
t) (Conciliation Officer: C. E. Poirier).

. General Aviation Services Ltd., To-
to International Airport, and Lodge
2, International Association of Ma-
ists and Aerospace Workers (Conciliа-
ı Officer: T. B. McRae).

. Denison Mines Limited, Elliot Lake,
., and United Steelworkers of America
nciliation Officer: K. Hulse).

. Denison Mines Limited, Elliot Lake,
., and Local 796, International Union
Operating Engineers (Conciliation Offi-
: K. Hulse).

. East West Transport Ltd., Vancou-
, B.C., and Local 31, International
otherhood of Teamsters, Chauffeurs,
rehousemen and Helpers of America
nciliation Officer: D. H. Cameron).

. Canadian Pacific Air Lines, Limited,
ıcouver International Airport, and
ıadian Air Line Pilots' Association
nciliation Officer: D. S. Tysoe).

tlements by Conciliation Officers

. The North Fraser Harbour Commis-
ners, Vancouver, B.C., and Canadian
rchant Service Guild (Conciliation Of-
r: D. H. Cameron) (L. G., Jan., p. 33).

. Rio Algom Mines Limited (Nordic
ıe and Quirke Mine) Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse) (L. G., Jan., p. 34).

3. Canadian Arsenals Limited, Toronto Township, Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L. G., Dec. 1968, p. 711).

4. Cominco Ltd. (Con and Rycon Operations), Yellowknife, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Nov. 1968, p. 650).

5. National Harbours Board (administrative staff, Port of Quebec), and the Public Service Alliance of Canada (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 33).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., Jan., p. 34) was fully constituted in November with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other members of the Board, company nominee H. B. Monk, Q.C., and union nominee Nicholas Wichenko, both of Winnipeg.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., Jan., p. 34) was fully constituted in November with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., and union nominee Nicholas Wichenko, both of Winnipeg.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, The American Newspaper Guild (L. G., Jan., p. 34) was fully constituted in November with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. W. Healy, Q.C., and union nominee Murray Tate, both of Toronto.

Conciliation Board Report Received

1. TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L.G., Nov. 1968, p. 651)*.

Settlement after Board Procedure

TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L.G., Nov. 1968, p. 651).

Strike Terminated

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The strike terminated November 29. Conciliation Officers, H. A. Fisher and T. B. McRae, acted as mediators in the final settlement of this dispute (L. G., Jan., p. 34).

*Full text appears in Supplement No. 6, 1968.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled valid a decision made in an inter-union process by a vice-chairman of the Quebec Labour Relations Board in the absence of consultation with other members.

The Supreme Court of Canada, by allowing, on April 29, 1968, an appeal from the decision of the Quebec Court of Queen's Bench, upheld a decision of the Quebec Labour Relations Board made in an inter-union process by a vice-chairman alone. The Court held that the fact that the vice-chairman rendered the decision without consultation with other members of the Board was a procedural matter within the discretion of the Board. The Court held also that a rule of fair hearing does not imply that a hearing must always be held. To satisfy this rule, it is only required that the parties be granted an opportunity to present their case.

The Court found, in the case at bar, that this condition had been fulfilled, as none of the interested parties had requested a formal hearing until the day that the decision was handed down; and the employer did not file a reply, although the Board had postponed its decision for several weeks in order to enable him to do so.

Amalgamation of Companies

The Ingersoll-Rand Company Ltd., with a plant situated on Courcelette Street in Sherbrooke, Quebec, in November 1964 acquired control of Sherbrooke Machineries Limited, whose plant was situated nearby on Randrill Street in Sherbrooke. The two plants were then amalgamated. The employees of Sherbrooke Machineries were placed under the direction of Ingersoll-Rand, thereby becoming its employees and being put on its payroll. The accounting and purchasing offices of the two plants were amalgamated, and products were marketed by Ingersoll-Rand.

At the time of this amalgamation, the employees of Sherbrooke Machineries at the Randrill Street plant were organized and represented by Local 866 of the International Association of Machinists. The Machinists' local, being the certified bargaining agent, had concluded with Sherbrooke Machineries a collective agreement that was in force at the time of the amalgamation and was to continue in force until November 1966. Two days after the amalgamation, Ingersoll-Rand requested the Quebec Labour Relations Board to substitute its name, Ingersoll-Rand Company Ltd., for that of Sherbrooke Machineries Limited, on the certificate recognizing the Machinists' local. The Machinists' local had no objection to this application, provided that its rights under the Quebec Labour Code and the collective agreement were safeguarded. The Labour Relations Board on December 3, 1964 approved the request to substitute the name of the new employer; accordingly, the certificate was altered in conformity with Articles 36 and 37 of the Quebec Labour Code.

Steelworkers Request Certification

A few days later, on December 7, 1964, Local 6670, United Steelworkers of America, applied to the Board to be certified as representatives of nearly all the wage-earning employees of Ingersoll-Rand at the Courcelette Street plant. The Board gave notice of the application to Ingersoll-Rand, asked the company to prepare a detailed list of wage-earning employees in its employ since December 7, 1964, advised the company that investigators for the Board would shortly present themselves to verify the List, and invited the company to submit appropriate representations within seven days.

Ingersoll-Rand was opposed to the application. In its written brief of January 5, 1965, it argued that, under the law and under the Board's decision of December 3, 1964, all the company's employees, not only those who were working for Sherbrooke Machineries Limited before the amalgamation, were members of the same bargaining unit and covered by the same certificate of recognition held by the Machinists' local; moreover, the company said that the Steelworkers' local did not represent an absolute majority of employees on the date of the application for certification.

The Steelworkers' local responded in writing that the Board's decision of December 3 to alter the certificate held by the Machinists' local had not had the effect of expanding the scope of that certificate, any more than the December 3 decision had affected the scope and jurisdiction of the collective agreement between the Machinists' local and Sherbrooke Machineries Limited or the right and position of Ingersoll-Rand's employees at the Courcelette Street plant.

Certification Granted

Having considered the evidence and the results of its own inquiries, the Labour Relations Board made a decision on the Steelworkers' application for certification on March 30, 1965 under the signature of one of its vice-chairmen. In this decision the Board said that the certificate of recognition issued to the Machinists' local was for employees of Sherbrooke Machineries Limited at the Randrill Street plant. It stated that the Board's December 3, 1964 decision was only intended to change the name of the employer on the Machinists' certificate, not to expand the jurisdiction of the Machinists' local to cover those employed at Ingersoll-Rand's Courcelette Street plant before the amalgamation. The Board said further that it did not have the jurisdiction, on an application to alter a certificate, to enlarge the certified unit; if the Machinists' local wanted to cover, in addition to the employees mentioned in the certificate, the employees at Ingersoll-Rand's Courcelette Street plant, it would have to make an application for certification.

As for the merits of the Steelworkers' application for certification, the Board found that the appropriate unit of employees was that group working at the Courcelette Street plant. Office employees, pattern makers, watchmen and employees at the Randrill Street plant were excepted from the unit. The Steelworkers were certified for the Courcelette Street plant.

Certification Challenged

Ingersoll-Rand then applied to the Superior Court for a writ of prohibition in order to quash the Board's decision of March 30, 1965 on the grounds of excess of jurisdiction. The company claimed in particular: that the Board violated the rule *audi alteram partem* (to have heard the other side); that the Board had revised or modified illegally its decision of December 3, 1964; and that the Board's decision of March 30, 1965 was *ultra vires*, because it was rendered by one vice-chairman acting alone in a case that could not be considered as an inter-union process.

The Superior Court rejected the company's contention and upheld the Board's decision of March 30, 1965. On appeal (L.G. June 1968, p. 348), the Quebec Court of Queen's Bench invalidated the decision of the Superior Court and granted Ingersoll-Rand's application, in part. The Quebec Labour Relations Board, in turn, appealed the case to the Supreme Court of Canada, and the issues that had been

Legislation Branch

sed before the Superior Court were n considered.

le Not Violated

The complaint that there had been a lation of the rule *audi alteram partem* s based on the fact that there had been formal hearing before the Board's ision to certify the Steelworkers' al.

Speaking for the Supreme Court of nada, Mr. Justice Fauteux, pointed that the rule *audi alteram partem* did imply that a hearing must always be en. There is an obligation to furnish parties with the opportunity to make most of their arguments, but the ticular circumstances of this case did allow that the Board should neces-ily decide that Ingersoll-Rand could make the most of its arguments with-a hearing. Up to the day when the ard made its decision, neither Ingersoll-nd nor any other interested party had icated the desire for a formal hearing. vas only in a further brief bearing the ne date as that of the Board's March decision—six weeks after the expiry an additional period of delay given by Board in order that this further brief ght be prepared—that Ingersoll-Rand ressed this desire. Mr. Justice Fauteux cluded:

Obviously, this request for a hearing vas not made in good time. The des-patch that the Board must—in the nterest of industrial peace, of the mployers, the employees and the ublic—bring to the solution of dis-utes submitted to it, must not be rippled by the failure or the negligence f the parties. Finding itself sufficiently nformed by the written representations, he evidence produced, and its own nquiries, the Board could reasonably ecide in the circumstances that, by eason, on the one hand, of its duty o dispose with despatch of cases put efore it, and by reason, on the other and, of the inaction of the respondent ompany [Ingersoll-Rand], is was able, nd ought without further delay, to nake its decision. [Translation]

This claim of Ingersoll-Rand was refore rejected.

ard Acted within Jurisdiction

ngersoll-Rand, secondly, submitted t when the Quebec Labour Relations ard decided on December 3, 1964 to r the certificate of the Machinists' al for the Randrill Street plant by stituting the name of the new em-yer, the jurisdiction of the Machinists' al was thereby expanded to include all employees at the Courcelette Street nt, too. From this interpretation it uld follow that, by its decision of rch 30, 1965 to certify the Steelwork-ers' local as bargaining agent for the Courcelette Street plant, the Board had revised and reversed its decision of December 3, 1964. This, it was submitted, could not be legally done without allowing the parties to be heard, and giving them notice of the Board's intention, as is required by Art. 118 of the Quebec Labour Code.

Mr. Justice Fauteux noted that Art. 118 provides for the case where the Board is called upon to revise or revoke, for cause, a decision or order rendered or a certificate issued by it. He said that this was not so in this case. What the Board had to decide was the merit of the Steelworkers' application to be certified for the employees at the Courcelette Street plant. Ingersoll-Rand's challenge to this application was partly based on an interpretation that it had attributed to the December 3, 1964 decision; yet both the Board and the Superior Court had lawfully rejected this interpretation as being ill-founded. Even if the Board's interpretation of its own decision of December 3, 1964 was erroneous, such an error could not provide an opening for recourse by way of prohibition, if only by reason of the fact that the Board has the jurisdiction to consider and decide this particular question, and that the jurisdiction that one possesses is not lost because, in its exercise, it is possible, in good faith, to commit an error.

This claim of Ingersoll-Rand was rejected, too.

Inter-Union Process

Ingersoll-Rand's third claim was set down in paragraph 33 of its application for a writ of prohibition:

> Moreover, the [Board's] decision made on March 30, 1965 . . . is illegal, null and *ultra vires* because it was rendered by one vice-chairman of the (Board) acting alone and, consequently, without jurisdiction, *seeing as one such vice-chairman, under the law, has this power only in the case of an inter-union process which was by no means the case [here]*. [Translation]

It appeared to Mr. Justice Fauteux that the italicized words in the latter part of the paragraph formed the reasoning on which the third claim was based. Whether the claim was well-founded or not depended on whether the matter before the Board was or was not an inter-union process. Inter-union process is defined in Art. 108 of the Quebec Labour Code as "a case in which associations of employees are opposed to one another." Under the second paragraph of Art. 107, the members of the Board who represent the employers and employees do not vote if there is a question of inter-union process. In such cases, the dispute is decided by the one who is presiding at the sitting of the Board, being the chairman himself or, as in this case, one of the vice-chairmen of the Board. Taking account of the dispute, the evidence, and its own inquiries, the Board evidently considered that it had an inter-union process before it. The Superior Court judge of this case had come to the same conclusion:

> The entire question consists of knowing whether the Association of Machinists already possessed certification on behalf of Canadian Ingersoll's employees or whether the United Steelworkers had the right to apply for such certification. Is there in this dispute any other matter than an inter-union process? Evidently not. Especially if the English text of Art. 108 is taken into account, it is established that the veracity of this denial is not put in doubt, because there certainly was "a case in which associations of employees were opposed to one another." In the circumstances, paragraph 2 of Art. 107 must be applied. [Translation]

Mr. Justice Fauteux did not know how to reach any other conclusion than this. The fact that Ingersoll-Rand, with the knowledge of the Machinists' local, had taken the initiative in contesting the Steelworkers' application for certification, and had to this end invoked the rights that the Machinists' local might possess — at least by priority, if not exclusively — was most certainly not a valid criterion for determining the nature of the dispute before the Board. As the employer, Ingersoll-Rand undoubtedly had an interest in the decision that the Board might take, but this did not determine the nature of the dispute. The nature of the dispute had to be understood in the context of the basic question before the Board for decision: Which of the two unions — one acting directly, the other acting through Ingersoll-Rand — had the right, after the amalgamation, to be certified for all the employees of Ingersoll-Rand at the plants in Sherbrooke. "Obviously," Mr. Justice Fauteux said, "only inter-union process was involved in the case."

The Supreme Court of Canada rejected the third claim made by Ingersoll-Rand before the Quebec Superior Court.

Queen's Bench Decision

Having dealt with the claims made before the Quebec Superior Court, the Supreme Court of Canada went on to consider the grounds on which Ingersoll-Rand's appeal to the Court of Queen's Bench had succeeded.

In that appeal it was recognized that, if the nature of the matter before the Board when the Steelworkers applied for certification was an inter-union process, the vice-chairman could, as was done in this case, decide the matter alone. A

distinction was however made, between the sittings of the Board and the decisions of the Board. The Court of Queen's Bench held that the vice-chairman could not lawfully proceed alone with the sittings required for a knowledge of the argument and the deliberations. Taking account of the fact that the Board's decision made no mention of a sitting with other members of the Board, and finding the Board's dossier on the Steelworkers' application sufficient to prove that the vice-chairman alone had considered the dispute, the Court of Queen's Bench concluded that the decision on March 30, 1965 reached by a vice-chairman, without allowing at least two other members of the Board to register their opinion in a consultative capacity, was illegal, null and of no effect.

Speaking for the Supreme Court of Canada, Mr. Justice Fauteux said that the findings of the Court of Queen's Bench were supported by the fact that there was no mention in the March 30, 1965 decision of a sitting with other Board members, and by the testimony of the Board's general secretary that there were no minutes of a hearing, that it was not known whether there had been deliberations, and that the Board members sometimes deliberate without a hearing and sometimes deliberate without the staff of the Board (such as the general secretary) being present. He found it impossible to allow facts that were established from the Board's dossier to be the basis for quashing the judgment of the Superior Court upholding the Board's decision. He continued:

> The vice-chairman of the Board had jurisdiction to decide the question placed before the Board. One cannot presume that, in exercising this jurisdiction, he abstained from doing what the law obliged him to do. He is presumed to be in conformity with the law. The maxim *Omnia praesumuntur rite esse acta* [All acts are presumed to have been done rightly] applies. The intent of the legislator to make the Board master of its procedure, as the provisions of Art. 115 of the Labour Code indicate, surely does not imply that [the Board] must, in matters of procedure, conform entirely with the prescribed practice or follow [in matters of procedure] the practice for actions taken before the common law courts. [Translation]

Decision of the Supreme Court

The Supreme Court of Canada allowed the appeal from the judgment of the Court of Queen's Bench and re-established the judgment of the Quebec Superior Court. *LRB (Que.) v. Canadian Ingersoll-Rand Company Ltd. et al.*, 68 CLLC, para. 14, 128.

Recent Regulations Under Provincial Legislation

Ontario has issued a new general regulation and nine specia regulations under the Employment Standards Act, 1968. Both th Act and the regulations became effective January 1, 1969. Th regulations were published in the Ontario Gazette of November 2

Quebec has revised the Order in Council establishing regulation on labour standards to be observed in Quebec Government con struction contracts and subcontracts. The Regulations provide fo the making of labour standards schedules and for their enforcement

The Employment Standards Act, Ontario's new labour code, combines in one Act standards of hours of work, overtime pay, minimum wages, equal pay for equal work, and vacations with pay, together with requirements regarding homework and pay statements, a wage collection procedure, and provisions governing administration and enforcement.

The main changes that the Act puts into effect for Ontario workers are:

1. time and one half the regular rate must be paid for overtime beyond 48 hours in a week;

2. time and one half the regular rate must be paid for work performed on seven specified holidays;

3. provisions requiring equal pay for men and women performing the same work are to be enforced by departmental inspectors;

4. the Department of Labour is empowered to collect unpaid wages, overtime pay and vacation pay for employees, up to a maximum of $1,000 per claim.

The general regulation (O. Reg. 366/68) establishes a minimum wage of $1.30 an hour, the highest general minimum in Canada. It also lists the classes of employees excluded from the hours of work and overtime provisions of the Act, as well as groups excluded from the Act as a whole, and reissues the rules concerning vacation stamp books for the construction industry. The nine special regulations permit exemptions from the overtime pay requirements for certain industries because of the nature of these undertakings. In six of these industries, time and one half the regular rate must be paid after standard weekly hours of 50, 55 or 60 as the case may be.

Exclusions from Act

The general regulation lists a number of categories of persons to whom the Act — except for its equal pay, wage protection and enforcement provisions — does not apply, with the result that thes categories have no minimum wage, over time pay or annual vacation protection and are not subject to any regulation o working hours. These classes are: person engaged in commercial fishing and farm ing; domestic servants; commission sales men; secondary school students perform ing work without pay for not more tha 20 school days in the school year under work experience program approved b the Department of Education; and pro fessional employees and students of pro fessions — architects, chiropodists, dent ists, lawyers, doctors, optometrists, phar macists, engineers, psychologists, publi accountants, surveyors, veterinarians drugless practitioners, embalmers, funera directors and teachers. Most of thes categories were excluded under some o all of the previous minimum wage, hour of work and vacation with pay Acts an regulations.

Coverage of Certain Occupations

Although the Act does not apply t general farming, minimum wage an vacation with pay protection has bee extended to persons in certain farming o related occupations. These are person engaged in: the boarding or breeding o animals; raising of fur-bearing animals veterinary services; livestock registration egg grading; flax processing; greenhous and nursery operations; landscape garden ing; mushroom growing; the growing o flowers for the retail or wholesale trade silviculture, tree trimming and surgery the growing, transporting and laying o sod; and the commercial dusting o spraying of hedges, lawns and trees except orchards. Persons engaged in an of these occupations, however, are ex empted from the hours of work an overtime pay provisions of the Act.

As previously, minimum wage pro

ions do not apply to employees of all telephone companies serving fewer n 300 subscribers; to students em-oyed in a recreational program operated a school board, municipality, muni-al agency or charitable organization, a camp for children or as a supervisor counsellor of children under 18; or to perintendents, janitors or caretakers residential buildings who live in the lding. Registered apprentices are also luded.

The general minimum wage has been reased from $1 an hour to $1.30, and rners' rates payable during the first r months of employment have been reased from 90 cents an hour to 20. Lower rates no longer apply to sonal workers in the fruit and vege-le processing industry. Rates for a rson under 18 employed as a messenger, ivery boy, news vendor, pin setter, shoe ne boy, golf caddie, in a golf pro shop, a municipal public library, or in an usement or refreshment booth at a fair exhibition held by an agricultural ociation or society were increased from cents an hour to 90 cents.

Rates for students working not more n 28 hours a week, or employed from y 15 to September 15, or during ster or Christmas vacations have been reased from 80 cents an hour to $1. A dent employed from May 15 to otember 15 for more than 28 hours a ek must be paid 90 cents an hour tead of 70 cents during the first month employment. Ambulance drivers and vers' helpers must be paid at least 2.40 a week, or $1.30 an hour if they rk less than 48 hours a week. Taxi vers are to receive either $1.15 an hour m January 1 and $1.30 from October 1969, or 35 per cent of the proceeds, ichever is greater. The previous mini-m rate for taxi drivers was 75 cents hour. Their wages are to be calcu-ed and paid weekly.

The minimum wage in the construction ustry was raised from $1.25 an hour $1.55.

Persons in the hotel and restaurant in-stry are to receive $1.15 an hour as of nuary 1, and $1.30 as of October 1. The vious rate was $1 an hour. Learners y be paid $1 an hour as of January 1, d $1.15 as of October 1, for their first nth of employment, insread of 90 nts an hour as formerly. The hotel and taurant industry embraces all estab-nments that furnish accommodation, ging, meals or beverages and includes tels, motels, motor hotels, tourist mes, camps, cabins, cottages and inns, ering establishments, and all other sinesses of a similar nature.

The maximum deduction that may be de from the minimum wage for room d meals is $17 a week, instead of $15. The maximum deduction for room is $5 a week, and for meals, 60 cents each instead of 50 cents, up to a total of $12 a week. No deductions may be made unless the room is actually occupied or the meals eaten. No deductions may be made for the purchase, use, laundering or cleaning of uniforms and similar apparel.

No more than one fifth of the total number of employees of an employer may be learners. Where the total is less than five, only one employee may be a learner. Students employed from May 15 to September 15 who work more than 28 hours a week are not classed as learners. As previously, the following persons may not be paid as learners: a holder of a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964, or any predecessor of this Act; an office worker who has a secondary school graduation diploma from a commercial course or who has completed a business and office practice course at an approved trade school; a person employed less than 28 hours a week; and a homeworker.

An employee is deemed to be working while required to remain at the place of employment. Where an employee is required to report to work and works less than three hours in a day, he is to be paid for at least three hours. Students are exempted from the call-in pay requirement.

Hours of Work and Overtime Pay

As under the earlier Act, maximum working hours of eight in a day and 48 in a week are established, with provision for overtime permits. Subject to the exceptions set out in the regulations, time and one-half the regular rate must be paid for work done, under permit, beyond 48 hours in a week.

The limitations on hours do not apply to managerial and supervisory personnel and these employees are not entitled to overtime pay, including premium pay for time worked on a holiday. Also exempted from any limits on hours and from the requirement to be paid overtime, including premium pay for work done on a holiday, are: employees of small telephone companies serving fewer than 300 subscribers; hunting and fishing guides; persons performing homework; and superintendents, janitors or caretakers of residential buildings who reside in the building.

The entire construction industry is exempted from hours regulation. Two sectors of the industry — sewer and watermain construction and road building — are subject to special overtime exemption orders (see below). In other sectors of the industry, time and one half the regular rate is payable after 48 hours. As before, municipal firemen and policemen are excluded from hours of work provisions, but are entitled to overtime pay after 48 hours in a week. Taxi drivers and ambulance drivers, previously excluded from hours of work limits, have been given special overtime exemptions, as noted below.

The overtime provisions, including the provision for premium pay for work on a holiday, do not apply to a student employed as a supervisor or counsellor of children under 18, at a camp for children, or in a recreational program operated by a school board, municipality, municipal agency or a charitable organization.

Averaging of hours for computation of overtime is permitted. The sections of the Act limiting hours of work to eight in a day and 48 in a week, and requiring overtime pay after 48 hours in a week, do not apply to employees whose hours are being averaged over an extended period under a plan approved by the Director of Employment Standards, and who are being paid at the overtime rate for hours worked in excess of an average of 48 as determined under the averaging plan.

There are two situations in which employees are not entitled to the overtime rate for holiday work. Overtime pay for work on the seven specified holidays does not have to be paid to an employee who has not earned wages for at least 12 of the 30 calendar days preceding the holiday, or to an employee who, in the opinion of the Director, is guaranteed more favourable benefits in respect of work performed on a holiday under an agreement or arrangement with his employer.

Special Overtime Exemptions

The nine special regulations dealt with: the taxi and ambulance service industries; three other transportation industries — highway transport, interurban and municipal transport and the local cartage industry; road building and sewer and watermain construction; and two industries in which seasonal help is employed — the hotel, motel, tourist resort, restaurant and tavern industry, and fruit and vegetable processing. In all these except the taxi and ambulance service industries, extended hours up to a specified weekly maximum are permitted before the overtime rate applies.

The taxi industry (O. Reg. 373/68) and ambulance drivers and drivers' helpers (O. Reg. 371/68) are now completely excluded from the overtime pay provisions, including overtime pay for work done on a holiday. In addition, where ambulance drivers and drivers' helpers work at least 48 hours a week and are being paid not less than $62.40 a week, records of hours worked do not have to be kept.

In the highway transport industry (O. Reg. 372/68), overtime pay of one and one half times the regular rate must be paid after 60 hours in a week. A similar requirement regarding overtime pay for

highway truck drivers was established by regulations made under the Canada Labour (Standards) Code. In computing total hours for overtime purposes, only hours during which the employee is directly responsible for the vehicle are to be included, but not stand-by and other non-driving hours.

In the inter-urban and municipal transportation industry (O. Reg. 369/68), bus drivers and operators of other vehicles in regular inter-urban or municipal transportation, including charter services but excluding school buses, must be paid overtime after 48 hours. In computing the total hours worked for overtime purposes, however, only those hours during which an employee is directly responsible for equipment and material, including time spent driving or operating the vehicle and loading and unloading passengers are to be included, but not time spent on standby or other non-operating hours. In the local cartage industry — local carriage of goods for hire by truck (O. Reg. 375/68), drivers and drivers' helpers must be paid overtime after 55 hours in a week.

The road building industry (O. Reg. 370/68) is divided into two categories. Class A employees, who work in the construction of roads, streets, highways and parking lots, must be paid overtime after 55 hours in a week. Where the total hours worked exceed 55 in a week, the excess is to be added to the hours worked the previous week, if these did not exceed 55. In effect, overtime is to be paid for hours worked in excess of 110 in the two-week period. Class B employees, who work on the construction of bridges, tunnels or retaining walls, including foundations, equipment, appurtances and all other work incidental to these, are to be paid overtime after 50 hours in a week. Overtime is to be averaged over two weeks and 100 hours, as for Class A employees. In the sewer and watermain construction industry (O. Reg. 368/68), overtime is to be paid after 50 hours in a week.

In the hotel, motel, tourist resort, restaurant and tavern industry (O. Reg. 367/68), seasonal employees who do not work more than 16 weeks in a year, and who are provided with room and board, must be paid time and one half their regular rate after 55 hours in a week. These employees are not entitled to overtime pay for work done on any of the specified holidays. In the fruit and vegetable processing industry (O. Reg. 374/68) seasonal employees who do not work more than 16 weeks in a year are permitted to work up to 60 hours in a week, after which the overtime rate must be paid.

Vacations with Pay

The regulation provides that pay in lieu of a vacation payable on termination of employment is to be paid on termination of employment or on the employer's next regular pay day.

Provisions for vacation stamp books for construction workers were reissued without charge. The regulation states that the employer may affix stamps equivalent in value to 2 or 4 per cent of the worker's earnings, as the case may be, or may pay the employee his vacation pay in cash. Stamps are exchanged for their cash value at a savings bank after June 30 in each year. The Department of Labour has announced that the stamp book system will be phased out between January 1, 1970, and June 30, 1970. After June 30, 1970, stamp books may be redeemed at the office of the Director of Employment Standards.

QUEBEC

The regulations on labour standards apply to any contractor or subcontractor who carries out, on behalf of a government department or a commission or corporation under the control of a government department, any type of construction or engineering project, including the construction of bridges, dams, tunnels and viaducts, as well as road work and drainage operations. "Construction" includes repairs and demolition.

The previous regulations, which dated from 1929 and were revised in 1932 and 1944, made no reference to the Collective Agreement Decrees Act and the Minimum Wage Act. The Fair Wages Schedule made under this Order in Council in 1967 will remain in effect. The current schedule covers all building construction work carried out under contract on behalf of the Quebec Government, unless a decree under the Collective Agreement Decrees Act and covering the building trades is in force. In such an instance, the decree is applicable just as if it formed part of the schedule.

The Minister of Labour is to establish labour standards schedules from time to time. He is to take into account the construction industry decrees in force in the various regions of the province, and he may order that the standards laid down in the decrees be considered as a part of the schedule. Where there are no decrees, or where certain trades are not covered, the Minister may establish standards after holding an inquiry and after taking into account the economic regions of the province.

The Minister may also establish rates for owner-drivers of trucks. Drivers of trucks belonging to someone else are to be paid at the rate established for truck drivers. A schedule lists wage rates, the method of remuneration, hours of work, overtime, vacation with pay and general holidays.

The Fair Wages Officer and his staff who are responsible for the enforcement of the Fair Wages Schedule, were transferred from the Department of Labour to the Minimum Wage Commission. The Commission is now responsible for making certain that labour standards are observed, and its inspectors will be used for this purpose. Additional enforcement will come from the parity committees that administer the decrees. These must certify to the Commission that the contractor or subcontractor has complied with the provisions of the decree.

Final payment or reimbursement of deposited guarantees may not be made until the Commission has issued a certificate stating that labour standards have been observed. Where a contractor has failed to pay the wages listed in the schedule, the contracting department must, on the Commission's recommendation, pay the amount owing, and deduct the amount from any sum owing to the contractor.

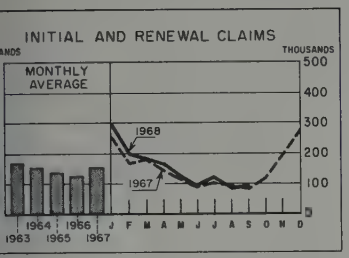
Other provisions of the Order in Council make the contractor and his subcontractors jointly responsible for paying the wages established by the schedule. Stipulating wages lower than those established in the schedule is forbidden. In order to ensure compliance, the Minimum Wage Commission requires that the contractor submit to it a formal statement certifying that the labour standards in the schedule have been observed. The Minimum Wage Commission may grant or permit extending the workweek up to 60 hours for road work and drainage operations.

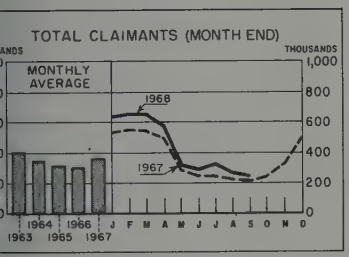
The Order in Council, No. 1399, was gazetted June 22, 1968 and went into effect on June 1, 1968. The Order in Council and a copy of the schedule is to be appended to and form part of every contract and subcontract.

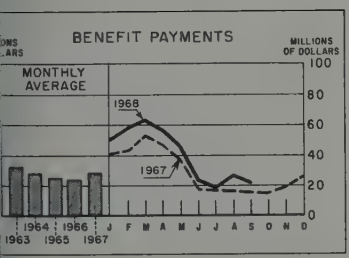
HAS YOUR ADDRESS CHANGED?

We want you to receive your LABOUR GAZETTE without delay. Send your new address together with your old address label to the Circulation Manager, LABOUR GAZETTE, Canada Department of Labour, Ottawa.

nemployment Insurance Report for September







Claimants for unemployment insurance benefit on September 30, 1968 numbered 247,000. This was 23,000 or 9 per cent fewer than the 270,000 persons on claim at the end of August. Although 60 per cent of the claimants were men, they accounted for three quarters of the monthly decrease. The number of male claimants was reduced by 11 per cent, females by 6 per cent.

In comparison with the number of claimants at end of September 1967, which was 211,000, there was an increase of 36,000 or 17 per cent, and one half of these were males. Forty per cent of the claimants came on claim during the month. One seventh or 14 per cent of the claimants had been on claim more than 26 weeks.

A total of 91,000 initial and renewal claims were filed in local offices across Canada during September. The volume was slightly higher than last month, and more than 10 per cent greater than the 83,000 filed during September 1967.

The average weekly number of beneficiaries was estimated at 199,000. Benefit payments totalled $20.8 million, the average weekly payment being $26.09. Comparable figures for August were 195,000, $26.2 million and $25.81; for September 1967 they were 160,000, $15.8 million and $24.62.

With the exception of Newfoundland, all provinces shared in the decrease in the number of claimants since August 30. Quebec and Ontario accounted for the bulk of the decrease, but Manitoba and British Columbia also registered substantial declines.

Increases in the number of claimants occurred in all provinces from the number on September 29, 1967. A proportionately large, but numerically small, change was reported in Prince Edward Island. The largest increases occurred in Quebec and Ontario, followed by British Columbia and Alberta.

Substantial increases over the total of a month ago in the number of claims filed in Quebec and British Columbia offset a large drop in the number of initial claims filed in Ontario. Although the other provinces all reported a heavier claim load, the numbers involved were small. In 1967, claims filed in September were fewer than in August in most of the provinces.

Compared with September 1967, the claim load this year was greater in all provinces. With the exception of Quebec and Alberta, the numbers involved were not large.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	*Sept. 1968*	*Aug. 1968*	*Sept. 1967*	*Cumulative Data 1968 Jan. to Sept.*	*Cumulative Data 1968 12 months ending Sept.*
	(in thousands)				
Insured population as at month end	—	5,223	4,732	—	—
Initial and renewal claims filed					
Total	91	89	83†	1,363†	1,942†
Initial	62	62	56†	1,011†	1,436†
Renewal	29	27	26†	353†	507†
Claimants currently reporting to local offices	247	270	211	442*	421*
Beneficiaries (weekly average)	199	195	160	353*	312*
Weeks compensated	796	1,015	641	13,906	16,333
Benefit paid	$20,761	$26,202	$15,772	$365,863	$427,823
Average weekly benefit	$ 26.09	$ 25.81	$ 24.62	$ 26.31	$ 26.19

*Monthly average.

†Discrepancies between totals and subtotals is due to rounding.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Railway Arbitration

Cases 120 to 129

Ten disputes were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on October 8 and 9, 1968. The cases included two disqualifications from promotion, two cases of drinking on the job, the case of the slow-moving train, the case of the missing teapot, the case of the "improper advances" made to a lady passenger, and the case of the "rude" bartender.

The arbitrator disallowed the claims in seven cases. Summaries of the ten cases, Nos. 120 through 129 follow.

CASE NO. 120

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen, over demerits assessed to a conductor who delayed a train for one hour and five minutes in order to procure an earthenware teapot when a metal teapot was already on the train.

A conductor, a man with 20 years seniority, showed up at the terminal to take a train out. Arriving at the caboose to check his supplies, he found among them a metal teapot. This annoyed him, because he knew full well that the company was obliged to supply an earthenware teapot. He discovered also that no dish mop had been supplied, but the absence of an earthenware teapot disturbed him most.

The conductor immediately reported the missing teapot, and then waited for another to be delivered to the train because the collective agreement specified that the caboose be equipped with "one earthenware teapot." The terminal supervisor eventually found such a teapot from "a private source," and the train finally got under way, one hour and five minutes late. The conductor was charged with the delay and assessed 10 demerit points.

The arbitrator observed that the train was late, although it had been equipped with the proper supplies. He admitted having "nagging doubts . . . about the dish mop." He thought that the case did raise one question, however—namely, how should an employee behave in the face of violation of a collective agreement by the employer? The agreement stipulated that outgoing trainmen "will not be required to leave terminals without essential supplies or equipment."

The arbitrator agreed that the conductor should have reported the incident, but he emphasized that the conductor's main obligation was to get the train out on time —especially when, as the conductor admitted, the only reason for his refusal to move the train was the absence of an earthenware teapot in the caboose.

The arbitrator finally decided that he couldn't find any reason to call an earthenware teapot an "essential supply," so he dismissed the grievance.

CASE NO. 121

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over assignment of work to a crew outside its own base subdivision.

A conductor and his crew were assigned pool freight service between two points. On the day in question, they were en route between the points when the company needed to move emergency equipment to an area of impassable track. At the same time, another conductor and crew engaged in assigned switcher service were en route to the same destination as the first crew, and they arrived 40 minutes before the

This crew had suitable emergency equ ment, and because they arrived first, t were instructed to switch the equipm out of their train and take it to the area impassable track. The collective agreem states that, if an assigned crew is used stead of an available unassigned crew, unassigned crew will be compensated the total mileage covered by the assig crew making the trip. This is the article which the union made its claim on beh of the grievors.

The arbitrator said it was true that grievors were unassigned, but they w not available at the time the equipm arrived and was ready to be switched, r was an assigned crew used for the wo He observed that, although the two cre were not in the same subdivision, t grievors were just not the first to arr that day. But the grievors did arrive befo the second crew left with the emergen equipment. "It might be said that they h met en route, and that the crews shou have been changed off," the arbitrat said.

By the time of their arrival, the griev had been on duty for eight hours and minutes, whereas the other crew had be on duty for only three hours and 40 m utes. The arbitrator concluded that th "was every good reason to assign the wo in question" to the second crew. T greivance was dismissed and the compa was advised that they didn't need to p the grievors for the mileage.

CASE NO. 122

Dispute between the Canadian Pacific Railway Company (Merchandise Services) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by an employee for overtime pay for time spent taking a driving test for the company.

A bulletin was posted advertising t position of warehouseman-driver. A war houseman applied for the position, b was not accepted because the compa said he was not qualified. The brotherhoo asked that a driving test be arranged, a one was scheduled to take place after t warehouseman's regular shift. The brot erhood claimed that, in accordance wi the collective agreement, payment shou be made by the company for time spe training and undertaking tests.

On the day of his test, the warehous man worked the midnight-to-8:30 a.r shift, after which he was instructed to r port to the chief dispatcher, who told hi to go with a warehouseman-driver for test drive. The warehouseman had to wa until 10 a.m. to drive the truck, and h made several calls while the warehous man-driver observed his handling tech

e. In all, the test consumed five hours
e warehouseman's time.
ie arbitrator pointed out that nothing
ie collective agreement states that the
pany must administer a test. The test
given in the course of the grievor's em-
ment, the arbitrator said. "The test
h the company agreed to administer
very test on which it relies in denying
grievor's claim to the job he sought."
arbitrator therefore agreed with the
nerhood that the warehouseman was
ed to be paid for the five hours.

CASE NO. 123

is case is between the same parties
Case No. 122 over the same grievor
er he was judged not qualified for
e position after his driving test.
brotherhood contended that, because
her applicant, junior in service to the
or, was awarded the position of
houseman-driver, the collective agree-
was violated. But the company
tered that the grievor did not have
ient ability to fill the position after
esults of his driving test.
ie collective agreement states that pro-
ons will be based on "ability, merit
seniority; ability and merit being suf-
nt, seniority shall prevail." But the
rator reiterated the company's posi-
that the grievor was judged not to
the ability. The only basis for rejec-
was lack of ability, and the company
the grievor an opportunity to prove
bility by arranging a driving test. The
le of the agreement also states that
officer of the company in charge shall
ie judge."
ie arbitrator agreed that the company
titled to set proper requirements for
work to be performed, and he said that
company met the grievance by show-
hat the grievor did not pass his test.
grievance was dismissed.

CASE NO. 124

ispute between Canadian National
ailways and the Canadian Brother-
od of Railway, Transport and Gen-
al Workers over a claim that the
mpany disqualified an employee for
e position of accounting clerk.

company advertised the position of
unting clerk, 18 applications were
ived, and the position was awarded to
ixth senior applicant. Four of the five
or applicants submitted appeals that
declined on the basis that they lacked
necessary qualifications. One of the
icants subsequently submitted a griev-

ie bulletin announcing the position
d that the successful applicant have
od knowledge of engineering or equip-
t accounting procedures," and the
rator agreed that the qualifications of the grievor were the only issue. A test had been given to each of the applicants, and the successful candidate did much better than the others, while the grievor received a very low mark. If the test did not accurately reflect the qualifications of the grievor, reasoned the arbitrator, then his experience would have to be considered. The arbitrator found that whereas the successful applicant had had experience with engineering or equipment accounting procedures, the grievor had had none.

The arbitrator declared that he could not accept the brotherhood's contention that the holding of a job in one salary group is itself a qualification for a job in the next higher group. The grievor had failed to show that he had the qualifications necessary for the work, and his grievance was dismissed.

CASE NO. 125

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over the six-month suspension of a porter for allegedly making improper advances to a lady passenger.

A porter had been assigned to a sleeping car in which a young lady passenger occupied a lower berth. The lady arrived at her destination, and the following day, complained to the station agent that the porter had made "an improper suggestion to her." She asked for assurance that the same porter would not be on duty on her return trip as she would be travelling on the same car. The company gave the porter a six-month suspension and the brotherhood protested.

The grievor did not deny that he spoke to the passenger at the time and place in question, but his statement of the words he used on that occasion was quite different from the lady's statement. In the early part of the evening in question, the lady was seen in a bedroom in the same sleeping car with a man and his 15-year-old brother. Later, the lady and man went to the lounge car where they spent some time. As the arbitrator stated it, "There is no direct evidence of any drinking, although the inference is an easy one."

After midnight, the two left the lounge car. In her statement, the lady said that the man accompanied her to her car, where she went to the washroom and he to his bedroom. The porter stated that he saw the lady coming from the bedroom and that "her hair was disarranged, her blouse was partly out of her skirt and it appeared to me that she had been drinking, because she was unsteady on her feet."

The lady maintained that, after she left the washroom and headed toward her berth, the porter followed her down the aisle and asked, "Would you like me to sleep with you?" followed by, "I just thought you might like me to keep you company." She insisted that she had excused herself at this point and returned to the washroom. The porter's explanation was that he spoke to the lady just after she left the man's bedroom and asked, "Are you ready for your bed now, madam?" He then wished her good-night and walked to the section end of the car. Looking back, he saw her going toward the bedrooms.

The lady's version of the story at this point is that she returned to her friend's bedroom to tell him of the encounter she had had with the porter. It was at her friend's suggestion, she said, that she traded places with him for the night—that is, she spent the night in the bedroom, and one man, said to be the older of the two, spent the night in her berth. The men left the train before the lady reached her destination, and she later returned to her berth.

The arbitrator noted that "It was only some time after the arrival of the young lady at [her destination] that she made any complaint of the incident," and he suggested that the lady could have made her accusation against the porter to provide an explanation for what might be thought to be "her own unseemly conduct." It would be wrong, he said, to accept the lady's version as accurate in the circumstances described where "innocent words may so easily be misinterpreted." Unable to conclude from the evidence that the grievor did make "an improper suggestion," he allowed the greivance and ordered the six-month suspension revoked.

CASE NO. 126

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over the dismissal of an employee for his alleged use of "intoxicants while subject to duty."

A brakeman was called to go on duty at 7 p.m., but when he reported, he was told by the assistant yard superintendent that he was being held from service and charged with violation of Rule "G" of the Uniform Code of Operating Rules. The rule states that "The use of intoxicants or narcotics by employees subject to duty, or their possession or use while on duty is prohibited." Previous to being called for work, the brakeman had spent several hours in a beverage room, and he was seen walking unsteadily along the station platform.

The arbitrator concluded from the evidence that there had been no smell of alcohol on the brakeman's breath, but there was no doubt that his fellow employees considered him unfit for duty. Although he had 19 years seniority, he had been discharged in 1952 for a violation of the same rule. Later he was rehired. Shortly before this latest violation, he was convicted on a charge of impaired driving. The arbitrator said that, considering the evidence and the

balance of probabilities, he found the grievor guilty. He accordingly dismissed the grievance and concurred in the brakeman's dismissal.

CASE NO. 127

Ex parte dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over assessment of demerit marks against a conductor for the slow movement of a yard engine.

The yard crew was watched in the performance of its work by a group of senior company officials including the Chairman of the Board. It appeared that the yard engine and the five cars it was pulling moved from Mile 4 to Mile 2 at an average speed of about 5.5 miles per hour. The movement was timed by the company's officers at 22 minutes for the two miles.

The conductor was asked to explain the slow movement, and he replied, in writing, that the time was 15 minutes, or 10 miles per hour, and he added that 10 miles per hour was the fastest safe speed for that operation. But he and the engineer were each assessed 10 demerit marks.

The arbitrator said that the union's case relied on an article of the collective agreement that states, "No employee will be disciplined or dismissed until the charges against him have been investigated; the investigation to be presided over by the man's superior officers." It was quite clear, the arbitrator observed, that this article contemplated a formal hearing that did not take place in this case.

The evidence, he said, consisted of no more than a charge and a denial. "I cannot make any assumptions of credibility as between the parties, whatever the rank, high or low, of the persons involved." The arbitrator said that the omission of an investigation as laid out in the collective agreement "clearly prejudiced" the grievor's position, and he added that discipline was not imposed in accordance with the provisions of the agreement. It therefore allowed the grievance and removed the 10 demerit marks from the grievor's record.

CASE NO. 128

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over dismissal of a yard foreman for violation of a rule concerning the use of intoxicants.

An engineman and two yard helpers, who had been assigned to a yard job, objected to starting work under the direction of a yard foreman. They claimed that when he reported for duty, he was too drunk to work. The general roadmaster came to the yard office to see the foreman, and he concluded that the man had been drinking. On instructions from the assistant superintendent, he asked the foreman to go to the hospital for a blood test, but the foreman refused.

The company held the foreman out of service until it had conducted a hearing of the case, at which time it established that the foreman had violated the rule. He was dismissed, and the brotherhood entered a grievance on his behalf.

The arbitrator noted in the evidence that the entire crew had refused to work with the foreman because of his "condition," and he found this both unusual and significant. The foreman's story was that he had taken two nerve pills and four A.S.A. tablets and had not eaten all day, but the arbitrator decided that his denial that he had been drinking was "too improbable to be accepted." The grievance was therefore dismissed.

CASE NO. 129

Dispute between the Canadian National Railways (Hotel Department) and the Canadian Brotherhood of Railway, Transport and General Workers over the suspension of a hotel bartender for allegedly insulting a customer.

A bartender at a lounge was told by the hotel's assistant manager that a complaint had been made by four guests, who claimed that the bartender had insulted them as they paid their cheque by commenting, "The last of the big spenders." The bartender was asked to leave the lounge, and told to report the following Monday morning to the assistant manager, personnel. He was suspended for two weeks.

Presenting its case, the brotherhood did not deny that the bartender had uttered the words in question, but it did take issue with the penalty imposed. The bartender was an employee of 21 years' seniority, and on the day in question, he was engaged in conversation with two waitresses concerning "Big Spenders," a record album of songs by Peggy Lee. The waitress who had bought the record forgot the correct title, and the others were suggesting various possibilities. As the conversation continued, the bartender went to collect payment from some customers whom he had not served. They had left no tip. When he returned from the table, he suggested that the title of the album was "the last of the big spenders." Although the remark was made about 20 feet from the customers, they overhead and took offence.

The arbitrator remarked that it would be difficult to believe that the grievor was not prompted to make his remark by the absence of a tip. Rudeness to customers, he continued, whether deliberate or careless, is a most serious offence in service occupations. Consequently, he dismissed the grievance, saying that the penalty did not go beyond the reasonable discipline the situation called for.

Wage Schedules Prepared In October

During October, the Department Labour prepared 302 wage schedules inclusion in contracts proposed to undertaken by departments of the fede Government and its Crown corporati in various areas of Canada for works construction, remodelling, repair or d molition, and certain services.

In the same period, 219 contracts these categories were awarded. In a dition, 224 contracts containing the Ge eral Fair Wages Clause were award by Central Mortgage and Housing C poration and the Departments of Defer Production, Fisheries, Post Office, Pub Works and Transport.

A copy of the wage schedule issued f each contract is available on request trade unions concerned, or to others w have a bona fide interest in the executi of the contract.

Contracts awarded in October for t manufacture of supplies and equipme were:

Department	*No. of Contracts*	*Aggrega Amoun*
Defence Production	82	$240,247.
Post Office	5	435,320.
R.C.M.P.	1	5,880.

During October, the sum of $4,015. was collected from 17 contractors f wage arrears owing their employees as result of the failure of the contractors, their subcontractors, to apply the wa rates and other conditions of emplo ment required by the schedule of labo conditions forming part of their contra This amount is for distribution to t 118 workers concerned.

UIC Extends Coverage To Territory Residents

Canadians in the Yukon Territory ar the Northwest Territories are now cover by unemployment insurance. Under o regulations, permanent residents of the territories were often not insurable simp because they lived there.

On the other hand, those from the sou who went to work there were allowed keep their coverage, and northerners wh had worked in other areas were allowe to continue their insurance when the returned. Among those now to be cover are a number of Eskimos and Indian many of whom hold permanent and high skilled jobs. Residents of the territori will be served by UIC area officers i Prince George, B.C., and Edmonton, Alt

ecisions of the Umpire nder the nemployment Insurance Act

CUB 2771

claimant who had last worked as a odwork labourer applied for benefit n the Unemployment Insurance Com- sion in order to finance his way ough a drafting course at the Van- ver Vocational Institute. The Canada npower Centre had not directed mant to take the course, nor had he lied for a training allowance. The mant would pay $15 a month in ion fees to attend the course from) a.m. to 4 p.m. weekdays for 11 nths. Consequently, if an opportunity full-time employment became avail- e, he would not be prepared to accept

he claimant was disqualified by the al insurance officer from receiving efit for six weeks initially, then in- nitely, because he had voluntarily quit previous job without just cause within meaning of the Act. In addition, he not declared himself to be available work, as required by the Act, and he attending a course of instruction to ch the commission had not directed .

he claimant appealed this decision to board of referees. He pointed out that had not entirely left his last job, and still working there for four hours h Saturday morning for the duration his course. He was not available for k, but needed financial assistance le he was taking the course. He had ed officials at the Canada Manpower tre about receiving a supplement from n under the Adult Occupational Train- Act, but was told that he would pro- ly have to wait for up to eight months ore a position became available. He ld not afford to wait that long, so n a vacancy occurred at the vocational itute, he accepted it. He stated that he then dependent upon the Commission financial assistance.

n their report, the board of referees curred in the initial six-week disquali- tion, but agreed that the claimant had ved that he was available for work. members of the board were quite ressed with the claimant and his erity, the report said. It added that the nbers considered the extenuating cir- stances present in the case, and eved that the claimant did the right thing by voluntarily taking advantage of the vacancy at the vocational institute.

The insurance officer appealed this decision to the Umpire on the grounds that the claimant had not satisfied the requirements stipulated in the Act. The claimant had voluntarily quit his job, and hence his primary concern was to attend his course rather than to get another job. The officer repeated that the claimant had declared in his appeal to the board of referees that he was not available for work except on Saturdays, when he worked for four hours for his previous employer. The claimant was not directed to attend the course by the Commission, and the authority to direct a claimant to take such a course is not within the jurisdiction of the adjudication authorities, including the insurance officer, the board of referees and the Umpire. The officer submitted that the board had erred in its decision, and that the requirement to prove availability for employment could not be waived under extenuating circumstances. He appealed for reinstatement of his decision.

In a later interview with the local insurance officer, the claimant stated that the facts of the situation had not changed and that he was still attending the drafting course at the vocational institute.

In his decision, the Umpire stated that he was impressed with the claimant, "who was obviously ambitious to better himself." He was obliged, however, to apply the law as it stood. He pointed out that the submission made by the insurance officer set out the law, and he agreed with his submission. As a consequence, he decided to allow the insurance officer's appeal.

Alberta Labour Official John Hannigan, Dies

John L. Hannigan, a vice-president of the Alberta Federation of Labour from 1959 to 1960, died in September at 70. Mr. Hannigan was Secretary of the Calgary Building and Construction Trades Council and Business Manager of Local 254, Sheet Metal Workers' Union. He had been Business Manager of the local since 1956. He had served also as a vice-president of the Western Canadian Council of Sheet Metal Workers.

Employment Review For November

Employment decreased by 30,000 to 7,677,000 in November, but was 268,000, or 3.6 per cent, higher than in the same period a year ago.

The labour force, at 8,015,000, was 20,000 higher than in October, and was 317,000, or 4.1 per cent, higher than in November 1967.

Unemployment increased by 50,000 to 338,000, and was 49,000 higher than in November 1967.

Unemployment in November represented 4.2 per cent of the labour force, compared with 3.8 per cent in November 1967, and 3.2 per cent in November 1966.

Employment, at 7,677,000, decreased by 30,000 between October and November.

Farm employment decreased by 54,000 during November, following the completion of harvesting operations. Non-farm employment increased by 24,000. The largest gain in non-farm employment occurred in trade, 41,000. There were smaller gains in manufacturing and public administration. Declines were reported for transportation, communications and other utilities, 26,000; and construction, 20,000.

Total employment decreased during the month in the Atlantic region, 14,000; Quebec, 28,000; and the Prairies, 11,000. There was an increase of 19,000 in Ontario, mainly due to increased strength in manufacturing industries. In British Columbia, there was no significant change. The year-over-year increase in employment was shared by all regions except the Atlantic. As in previous months, the largest increase took place in Ontario, 157,000. This was followed by the Prairies, 79,000; British Columbia, 24,000; and Quebec, 19,000. Employment in the Atlantic region declined by 11,000.

Compared to a year ago, farm employment decreased by 12,000, and non-farm employment increased by 280,000. The largest gain in non-farm employment was recorded for community, business and personal service, 119,000, followed by trade, 73,000; manufacturing 44,000; public administration, 38,000; and finance, insurance and real estate, 17,000. Employment in transportation, communication and other utilities declined by 19,000.

Unemployment increased by 50,000 between October and November, and was 49,000 higher than in November 1967. Of the 338,000 unemployed in November, 41 per cent had been unemployed for less than a month, 33 per cent for one to three months, and 26 per cent for four months or more.

Publications

In the Library

List No. 239

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Second Annual Review, the Atlantic Economy: Summary.* Halifax, 1968. Pp. 17.

2. ECONOMIC COUNCIL OF CANADA. *Annual Report, Fiscal Year 1967-68.* Ottawa, Queen's Printer, 1968. Pp. 28.
English and French, the latter inverted and with special title page.

3. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Third General Report, August 1967 to July 1968.* London, HMSO, 1968. Pp. 70.

4. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Toward Improved Social and Economic Measurement: Forty-eighth Annual Report. June 1968.* New York, 1968. Pp. 111.

5. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1968.* Ottawa, 1968. Pp. 130.

6. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Annual Report for the Year ending 31 December, 1967.* St. John's, 1968. Pp. 122.

7. NOVA SCOTIA. DEPARTMENT OF LABOU ECONOMICS AND RESEARCH DIVISION. *1967 Wa Rates and Hours of Labour in Nova Scotia.* Halifax, 196 Pp. 61.

8. ONTARIO. WORKMEN'S COMPENSATIO BOARD. *Annual Report, 1967.* Toronto, Queen's Print 1968. Pp. 24.

9. ONTARIO. WORKMEN'S COMPENSATIO BOARD. *Statistical Report, 1967.* Toronto, Queen's Print 1968. Pp. 98.

Business

10. GEORGE, KENNETH DESMOND. *Productivity Distribution.* Cambridge [Eng.], University Press, 1966. Pp. 1
A study of sales, characteristics of the labour force, a labour productivity in retailing in Great Britain, based on t 1961 Census of Distribution.

11. GREENWOOD, FRANK. *Managing the Syste Analysis Function.* New York, American Management A sociation, 1968. Pp. 137.
Contents: Systems analysis: an overview. Systems analys in practice. The manager of systems analysis. Educatio selection, and training of analysts. Selection and training systems analysts: two case studies. Management and motiv tion, by Richard W. French. Day-to-day systems managemer by John C. Froehlich. Top management and systems analys Outside help for the systems analysis manager.

12. LONDON, ONT. UNIVERSITY OF WESTER ONTARIO. SCHOOL OF BUSINESS ADMINISTRATIO *Evolving Responsibilities of the Corporate Director: a Mon graph arising out of a Seminar at the University.* London, On c1966. Pp. 128.
Editor: W. J. McDougall.
Some of the questions considered in this book are thes what is the role of a corporate director in a company? Wh are his legal and ethical responsibilities? How does the direct resolve conflicts of interest, real and potential? How does t look after the interests of the shareholders? The book contai papers, panel discussions, group reports, selected supportir material from other sources, and an account of research o Canadian boards of directors, carried out at the Universit of Western Ontario School of Business Administration.

13. NATIONAL INDUSTRIAL CONFERENCE BOAR *Corporate Organization Structures,* by Harold Stieglitz an C. David Wilkerson. New York, 1968. Pp. 173.

14. NATIONAL INDUSTRIAL CONFERENCE BOAR *R & D and Small-Company Growth; a Statistical Review an Company Case Studies,* by Wm. J. J. Smith and Dani Creamer. New York, 1968. Pp. 163.
"This study was undertaken at the request of the Office Economic and Manpower Studies of the National Scienc Foundation."
This study is based on a study of research and developmer practices of 27 small companies in the machinery, chemical and electronic component and instrumentation industrie mostly in the New York–New Jersey–Connecticut area, bu some in the southern Virginia, Boston, and Chicago areas.

15. WILENSKY, HAROLD L. *Organizational Intelligence Knowledge and Policy in Government and Industry.* New York Basic Books, 1967. Pp. xiv, 226.
This book examines the ways that knowledge shapes policy It shows the importance of intelligence (or information, o knowledge) in the fields of politics, international relations

ustry, among others. In this book, "intelligence denotes the ormation — questions, insights, hypotheses, evidence — vant to policy." Such matters as the determinants of the s of intelligence and the causes of intelligence failure are o considered.

t and Standard of Living

6. GREAT BRITAIN. COST OF LIVING ADVISORY MMITTEE. *Report.* London, HMSO, 1968. Pp. 36.
At head of title: Department of Employment and Productivity.
A. S. Marre, Chairman.
The matters considered in this report were: "inclusion in retail prices index of a separate price indicator for meals ught and consumed outside the home; the housing costs of ner-occupiers; retail price indices for regions; retail prices ices for special social and income groups; changes made ce 1962 in the methods used in compiling the Index of ail Prices; proposals to increase the number of sub-groups which price indices are published; [and] comments about Retail Prices Index."

7. U.S. BUREAU OF LABOR STATISTICS. *City rker's Family Budget; Pricing, Procedures, Specifications, Average Prices, Autumn 1966.* Washington GPO, 1968. 113.
". . . Describes the basic procedures followed in compiling ce data for use in computing costs of the standard budgets, h particular reference to the City Worker's Family dget . . ." Information is given concerning prices of selected d purchases in 39 metropolitan areas, average prices for nmodities and services other than food and shelter in the ited States and five large metropolitan areas, and shelter ts.

ployees' Benefit Plans

8. SCHAFFER, BEVERLY CLAIRE KANE. *Supplentary Unemployment Benefit Plans: a Case Study and luation.* Ann Arbor, Mich., University Microfilms, 1968. 113.
Thesis (Ph.D.) — Duke University, 1967.
"This is an authorized facsimile . . . produced by microfilmography in 1968 . . ."
"This study examines the impact of supplementary unployment benefits (SUB) on covered employees and then empts to explain why supplementary unemployment bene- plans have failed to spread since their establishment in 55-56." Some plans are considered in detail.

9. WIMBERLY, JACK COOK. *Private Industrial Pension ns in the United States: a Comparative Analysis.* Ann bor, Mich., University Microfilms, 1968. Pp. vi, 171.
Thesis (Ph.D.) — Louisiana State University, 1967.
"This is an authorized facsimile . . . produced by microfilmography in 1968 . . ."
A comparative analysis of pension plans in the automobile, el, rubber, and petroleum refining industries.

lustrial Relations

20. GREAT BRITAIN. COURT OF INQUIRY INTO A SPUTE CONCERNING WAGE STRUCTURE PROSALS FOR TIME WORKERS EMPLOYED AT PRESD STEEL FISHER LIMITED, COWLY. *Report.* London, MSO, 1968. Pp. 23.
At head of title: Industrial courts act, 1919.
Sir Jack Scamp, Chairman.

21. HANSLOWE, KURT LOEWUS. *Procedures and licies of the New York State Labor Relations Board.* Ithaca, Y., Cornell University, 1964. Pp. viii, 216.

Partial contents: The New York State Labor Relations Act. The New York State Labor Relations Board: organization and personnel. The unfair labor practice case: procedure prior to formal hearing. The unfair labor practice case: the formal stage. Board procedure in representation cases: the informal stage. The formal stage of the representation case. The Board and the Courts. The jurisdiction of the State Board and its relationship to the NLRB. Concluding observations.

22. MANITOBA. COMMITTEE ON THE REVIEW OF LABOUR LEGISLATION. *Annual Report, 1965.* Winnipeg, 1966. Pp. 104.
Contains an account of the background, composition and activities of the Committee. The Committee in successive years changed its name to Labour Management Review Committee.

23. MANITOBA. LABOUR MANAGEMENT REVIEW COMMITTEE. *Annual Report, 1966.* Winnipeg, 1967. Pp. 63.
Reviews the Committee's activities for 1966 and contains background material on strike votes and statements of claim, notices of motion and judgements in court cases in Manitoba involving labour injunctions.

24. MANITOBA. LABOUR MANAGEMENT REVIEW COMMITTEE. *Annual Report, 1967.* Winnipeg, 1968. Pp. 62.
This report contains background material on labour injunctions, collective bargaining in the public service, and a proposal for an Ontario Union-Management Council, as well as a review of the Committee's activities for 1967.

International Labour Organization

25. INTERNATIONAL LABOUR OFFICE. *Concepts and Methods of Measurement of Underemployment.* Working paper no. 1. [Geneva], 1963. Pp. 101.
At head of title: M.E.M.U./D.1. August, 1963. Meeting of Experts on Measurement of Underemployment.

26. INTERNATIONAL LABOUR OFFICE. *Selected Recent National Surveys on Labour Force, Unemployment and Underemployment.* Working paper no. 2. Geneva, 1963. Pp. 83.
At head of title: M.E.M.U./D.2. August, 1963. Meeting of Experts on Measurement of Underemployment.

27. MEETING OF EXPERTS ON MEASUREMENT OF UNDEREMPLOYMENT, GENEVA, 1963. *Report, 21 October-1 November 1963.* Geneva, [1963 ?]. Pp. 31.
At head of title: M.E.M.U./D.4.

Labour Organization

28. ESTEY, MARTEN S. *The Unions: Structure, Development, and Management.* Under the general editorship of Leonard R. Sayles. New York, Harcourt, Brace & World, 1967. Pp. xi, 125.
This book, written primarily for the student, gives a brief account of unions, of their administration, and of the rules under which they operate.

29. PIERSON, FRANK COOK. *Unions in Postwar America; an Economic Assessment.* New York, Random House, 1967. Pp. x, 143.
Contents: Economic issues in postwar collective bargaining. Union policy and postwar growth. Postwar unionism in the large-scale industrial sector. Postwar unionism in the small-scale industrial sector. Postwar bargaining in construction and trucking. Conclusions and policy implications.

30. SUFRIN, SIDNEY CHARLES. *Unions in Emerging Societies, Frustration and Politics.* Syracuse, N.Y., Syracuse University Press, 1964. Pp. vii, 124.
Examines trade unions in developing countries and their relations with government. There is an extensive biography.

Labour Supply

31. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Enterprise Planning for Change; Co-ordination of Manpower and Technical Planning* [by] Dorothy Wedderburn. Paris, 1968. Pp. 140.

This volume based on a study of 29 case studies taken from eight countries, examines manpower planning in different companies.

32. U.S. BUREAU OF LABOR STATISTICS. *Technology and Manpower in the Textile Industry of the 1970's.* Washington, GPO, 1968. Pp. 79.

Occupations

33. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. MANPOWER INFORMATION AND ANALYSIS BRANCH. *Career Outlook, University Graduates, 1968-1969.* Ottawa, 1968. Pp. 65.

English and French text, the latter reversed with separate title page.

CANADA. MINISTERE DE LA MAIN-D'OEUVRE ET DE L'IMMIGRATION. DIRECTION DE L'ANALYSE DU MARCHE DU TRAVAIL. *Perspectives de carrières, diplômés d'université, 1968-1969.* Ottawa, 1968. Pp. 71.

Texte en français et en anglais, le dernier renversé et avec une page séparée de titre.

Prices

34. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Distributors' Margins on Paint, Children's Clothing, Household Textiles and Proprietary Medicines.* London, HMSO, 1968. Pp. 27.

Because of higher import costs due to devaluation of the pound, certain manufacturers requested permission from the British government to raise their prices in order to improve their margin of profit. The National Board for Prices and Incomes studied the request and made this report.

35. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Increase in Rental Charges for Equipment hired from IBM United Kingdom Limited.* London, HMSO, 1968. Pp. 8.

The Board examined the IBM (U.K.) Ltd.'s request to increase its rental charges to cover increases in costs caused, among other things, by devaluation, to see if the increases were justified.

36. U.S. BUREAU OF LABOR STATISTICS. *Price Perspective, 1965, 1966, 1967.* Washington, GPO, 1968. Pp. 64.

An examination of price trends with reference to farm products and food prices, charges for consumer services, and prices of industrial materials and products.

Wages and Hours

37. DOUTY, HARRY MORTIMER. *Labor Issues in Perspective; Trends in Labor Compensation in the United States, 1946-1966.* Washington, GPO, 1967. Pp. 34.

". . . Briefly describes the conditions that have influenced the movement of labor compensation—wages and fringe benefits—in the United States since World War II. Measures of change in money and real wages for major groups in the working population are presented. Where possible, estimates are provided of the quantitative importance of employer expenditures on fringe benefits."

38. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Agreements relating to Terms and Conditions of Employment of Staff employed by the Prudential Assurance Company Ltd. and the Pearl Assurance Company Ltd.* London, HMSO, 1968. Pp. [13].

The Board was asked to look into agreements relating t terms and conditions of employment of staff in two insuran companies. The Board made its recommendations to the Fir Secretary of State and Secretary of State for Employment ar Productivity.

39. GREAT BRITAIN. NATIONAL BOARD FO PRICES AND INCOMES. *Standing Reference on the Pa of the Armed Forces; First Report.* London, HMSO, 196 Pp. [9].

40. U.S. BUREAU OF LABOR STATISTICS. *Employ ment and Earnings Statistics for States and Areas, 1939-6.* Washington, GPO, 1968. Pp. 500.

Women

41. FRENCH, DORIS CAVELL (MARTIN). *High Butto Bootstraps; Federation of Women Teachers' Associations o Ontario, 1918-1968.* Toronto, Ryerson Press, c1968. Pp. 20

A record of 50 years' history of the Federation.

42. U.S. CITIZENS' ADVISORY COUNCIL ON TH STATUS OF WOMEN. TASK FORCE ON FAMILY LA AND POLICY. *Report.* Washington, GPO, 1968. Pp. v, 6

Marguerite Rawalt, Chairman.

43. U.S. CITIZENS' ADVISORY COUNCIL ON TH STATUS OF WOMEN. TASK FORCE ON HEALTH AN WELFARE. *Women and Their Families in our Rapidly Changin Society; Report.* Washington, GPO, 1968. Pp. vii, 59.

Ellen Winston, Chairman.

44. U.S. CITIZENS' ADVISORY COUNCIL ON TH STATUS OF WOMEN. TASK FORCE ON LABO STANDARDS. *Report.* Washington [GPO], 1968. Pp. vi, 5

Senator Voit Gilmore, Chairman.

45. CITIZENS' ADVISORY COUNCIL ON THE STATU OF WOMEN. TASK FORCE ON SOCIAL INSURANC AND TAXES. *Report.* Washington, GPO, 1968. Pp. ix, 13

Selma J. Mushkin, Chairman.

Miscellaneous

46. FARMER LABOUR TEACHERS CONFERENCE 9th, PORT ELGIN, ONT., 1968. [*Carter Smith Watkin Barber—Who's listening?*] *Report of the Ninth. . . Conference June 15th, 16th 1968.* Jointly sponsored by the Canadia Labour Congress [and] the Ontario Federation of Labour [Toronto, Ontario Federation of Labour, 1968]. Pp. 36.

The Conference discussed the work of four commissions the Carter Commission (the federal Royal Commission o Taxation); the Smith Committee (the Ontario Committee o Taxation); Watkins report (the federal Task Force on Foreig ownership in Canada); and, the Barber Commission on Far Machinery Prices (of Ontario).

47. PATTEN, THOMAS HENRY. *The Foreman: Forgotte Man of Management.* New York, American Managemen Association, c1968. Pp. 191.

Describes the position and responsibilities of a foreman. suggests criteria for selecting, training and promoting him, and discusses the advisability of recruiting college graduates for supervisory positions. The concluding chapter offers suggestions for locating and interesting candidates for the position of foreman, according status and recognition to line supervisors, and retaining and promoting line supervisors.

48. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Accident Causes in Hospitals.* Washington, GPO, 1968. Pp. 109.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
AL CIVILIAN LABOUR FORCE*	November 16	8,015	+ 0.3	+ 4.1
Employed	November 16	7,677	− 0.4	+ 3.6
Agriculture	November 16	523	− 9.4	− 2.3
Non-agriculture	November 16	7,154	+ 0.3	+ 4.1
Paid workers	November 16	6,631	− 0.1	+ 4.7
At work 35 hours or more	November 16	5,102	+30.5	−14.8
At work less than 35 hours	November 16	2,332	−33.6	+99.8
Employed but not at work	November 16	243	−14.7	− 4.0
Unemployed	November 16	338	+17.4	+17.0
Atlantic	November 16	40	+17.6	+11.1
Quebec	November 16	134	+18.6	+32.7
Ontario	November 16	82	+ 9.3	+ 6.5
Prairie	November 16	35	+45.8	+ 9.4
Pacific	November 16	47	+11.9	+ 9.3
Without work and seeking work	November 16	318	+15.6	+19.1
On temporary layoff up to 30 days	November 16	20	+53.8	− 9.1
USTRIAL EMPLOYMENT (1961 = 100)	October	125.7	− 0.7	+ 0.7
Manufacturing employment (1961 = 100)	October	124.7	− 0.6	+ 1.1
IIGRATION	1st 9 months	136,376	—	−21.9
Destined to the labour force	1st 9 months	70,616	—	−25.7
IKES AND LOCKOUTS				
Strikes and lockouts	November	70	−23.1	0.0
No. of workers involved	November	14,563	−27.4	−24.0
Duration in man days	November	221,540	−29.5	−11.9
NINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	October	$112.59	+ 0.1	+ 7.1
Average hourly earnings (mfg.)	October	$ 2.64	+ 0.8	+ 7.8
Average hours worked per week (mfg.)	October	40.8	− 0.3	0.0
Average weekly wages (mfg.)	October	$107.84	+ 0.5	+ 8.0
Consumer price index (1949 = 100)	November	157.5	+ 0.4	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)	August	116.2	+ 2.1	+ 3.6
Total labour income (thousands of dollars)	September	308.0	+ 1.8	+ 8.8
USTRIAL PRODUCTION				
Total (average 1949 = 100)	September	163.5	+ 7.1	+ 5.6
Manufacturing	September	165.5	+ 8.0	+ 5.6
Durables	September	185.4	+13.4	+ 8.0
Non-durables	September	149.3	+ 3.1	+ 3.3
V RESIDENTIAL CONSTRUCTION†				
Starts	October	16,843	+45.1	+28.1
Completions	October	14,149	+18.6	+ 6.8
Under construction	October	99,516	+ 2.8	+18.2

mates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of stics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.
tres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended November 16, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,015	642	2,234	2,987	1,344	808
Men	5,433	444	1,548	1,989	908	544
Women	2,582	198	686	998	436	264
14-19 years	790	71	214	270	148	87
20-24 years	1,161	119	372	381	190	99
25-44 years	3,441	239	984	1,327	536	355
45-64 years	2,400	196	609	921	426	248
65 years and over	223	17	55	88	44	19
EMPLOYED	7,677	602	2,100	2,905	1,309	761
Men	5,174	410	1,441	1,932	882	509
Women	2,503	192	659	973	427	252
Agriculture	523	23	108	147	225	10
Non-agriculture	7,154	579	1,992	2,758	1,084	741
Paid workers	6,631	529	1,834	2,578	1,007	683
Men	4,335	355	1,228	1,679	627	446
Women	2,296	174	606	899	380	237
UNEMPLOYED	338	40	134	82	35	47
Men	259	34	107	57	26	35
Women	79	*	27	25	*	12
PERSONS NOT IN LABOUR FORCE	6,392	702	1,907	2,151	998	634
Men	1,709	222	495	546	274	172
Women	4,683	480	1,412	1,605	724	462

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

BLE A-2—Age, Sex and Marital Status, Week Ended November 16, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
ULATION 14 YEARS OF AGE AND OVER*	14,407	2,388	4,103	1,121	4,203	1,077	1,515
OUR FORCE	8,015	790	3,933	898	1,415	756	223
Employed	7,677	713	3,805	824	1,389	732	214
Unemployed	338	77	128	74	26	24	**
T IN LABOUR FORCE	6,392	1,598	170	223	2,788	321	1,292
TICIPATION RATE†							
1968—November 16	55.6	33.1	95.9	80.1	33.7	70.2	14.7
October 19	55.6	32.6	96.2	80.5	33.2	70.2	14.9
EMPLOYMENT RATE‡							
1968—November 16	4.2	9.7	3.3	8.2	1.8	3.2	**
October 19	3.6	9.1	2.5	6.7	2.1	3.0	**

cludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
labour force as a percentage of the population 14 years of age and over.
unemployed as a percentage of the labour force.
ess than 10,000 unemployed.
RCE: Labour Force Survey, DBS.

BLE A-3—Unemployed, Week Ended November 16, 1968

	Nov. 1968	Oct. 1968	Nov. 1967
	(in thousands)		
TAL UNEMPLOYED	338	288	289
On temporary layoff up to 30 days	20	13	22
Without work and seeking work	318	275	267
Seeking			
Full-time work	298	256	253
Part-time work	20	19	14
Under 1 month	118	95	106
1-3 months	112	96	100
4-6 months	44	39	33
More than 6 months	44	45	28

RCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	*Manufacturing*	*Transportation, Storage and Communication‡*	*Forestry*	*Construction*	*Public Utilities*	*Trade*	*Finance, Services (including Government)*	*Supplementary Labour Income*	*Totals* **
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July*	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	966.7	154.1	3,025.5
September†	73.8	797.8	266.7	41.4	249.8	54.4	421.7	977.8	165.5	3,079.7
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August*	73.4	764.0	251.1	36.9	216.4	52.4	418.4	960.9	154.2	2,950.3
September†	74.3	780.4	259.0	34.4	220.5	53.3	420.8	966.4	155.5	2,987.9

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers ving 20 or more employees in any month of the year; at gust 1968, employers in the principal non-agricultural indus- s reported a total employment of 3,731,298. Table C-3 gives imates of total employment, by industry divisions, for the ovinces and Canada, derived from the survey of establish- nts employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

BLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
erage						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
7—August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
8—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.22
July*	124.0	140.5	109.93	121.8	138.8	113.18
August†	126.5	141.7	110.90	125.2	140.5	114.54

evised. †Preliminary.

cludes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, in- ance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

RCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	125.0	123.5	126.3	90.01	89.14	84.42
Newfoundland	130.8	129.0	137.2	99.49	98.42	89.53
Prince Edward Island	146.0	147.1	142.0	70.72	69.32	71.82
Nova Scotia	119.5	117.5	117.5	88.21	87.22	82.60
New Brunswick	126.0	124.9	128.4	87.80	87.30	84.23
Quebec	121.9	119.6	123.8	108.98	107.70	102.03
Ontario	128.4	124.7	127.7	114.67	113.65	107.03
Prairie Region	126.7	125.4	126.8	105.13	104.96	97.94
Manitoba	118.9	117.6	119.7	101.93	101.72	93.51
Saskatchewan	125.5	123.5	126.1	102.08	103.02	97.22
Alberta	133.7	132.9	133.2	108.72	108.13	101.62
British Columbia	133.9	132.9	135.4	122.02	121.17	114.98
CANADA	126.5	124.0	127.0	110.90	109.93	103.66
URBAN AREAS						
St. John's	147.1	142.7	145.9	87.39	87.76	82.74
Halifax	117.3	115.5	112.6	91.97	92.08	85.60
Sydney	103.9	101.5	96.6	94.54	88.16	90.60
Moncton	123.0	117.0	119.9	87.03	88.62	82.48
Saint John	111.1	110.6	110.3	90.90	91.31	86.34
Chicoutimi	108.0	111.4	115.4	127.45	127.38	121.48
Montreal	123.1	121.3	214.9	110.72	109.01	103.37
Quebec	117.6	115.4	119.9	94.11	92.78	88.29
Shawinigan	100.4	100.7	102.5	112.71	109.54	104.57
Sherbrooke	116.2	113.5	122.1	94.62	93.42	85.17
Trois-Rivières	115.7	113.7	115.9	101.35	99.75	95.05
Ottawa-Hull	132.0	128.2	126.6	104.91	104.14	97.22
Belleville	120.2	119.4	120.2	95.18	95.54	89.82
Brampton	259.3	240.4	248.9	113.85	110.32	106.22
Brantford	135.2	134.4	131.9	106.09	107.54	97.87
Fort William-Port Arthur	118.8	117.1	133.0	104.52	101.95	102.12
Guelph	138.9	136.4	138.5	105.44	104.94	97.47
Hamilton	121.7	120.9	123.5	119.50	117.41	110.32
Kingston	127.3	125.9	124.1	110.21	109.00	100.87
Kitchener	147.5	141.9	142.4	103.25	102.47	94.23
London	122.1	120.1	124.7	107.95	106.52	100.96
Niagara Falls	117.6	108.1	123.3	103.60	103.54	96.54
Oshawa	118.4	110.0	122.5	131.89	126.04	118.52
Peterborough	128.6	133.0	138.4	114.25	115.49	110.12
Sarnia	142.3	141.3	126.7	147.47	144.57	131.52
Sault Ste. Marie	123.5	122.4	123.9	124.73	125.65	119.58
Sudbury	115.6	115.9	114.3	135.70	134.46	123.55
St. Catharines	136.4	111.6	141.7	122.70	117.62	113.03
Timmins	75.6	77.6	85.3	101.01	99.87	94.06
Toronto	129.6	126.7	127.4	115.37	114.89	108.04
Welland	107.4	105.9	113.5	130.16	128.22	122.43
Windsor	153.1	122.8	155.4	131.01	128.90	121.18
Winnipeg	118.6	117.8	119.6	94.74	94.37	87.94
Regina	126.3	124.3	124.8	95.10	97.69	93.81
Saskatoon	150.7	151.1	149.0	100.27	100.25	93.67
Calgary	139.8	138.7	140.2	108.09	108.39	103.26
Edmonton	139.5	139.1	134.1	103.68	103.68	96.85
Vancouver	132.9	131.7	131.3	117.53	116.71	110.11
Victoria	125.4	122.9	129.6	105.58	104.39	98.66

*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non-durables	Manufacturing Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector†	Community, Business and Personal Services: Commercial Sector‡	Public Administration**	Total Specified Industries
						(in thousands)						
CANADA												
Aug. 1968*	79.3	122.3	881.1	796.3	403.4	665.3	976.6	282.6	868.2	639.6	291.2	6,005.9
July 1968*	79.9	125.3	870.6	767.8	407.3	635.2	985.3	283.1	871.0	651.5	288.7	5,965.7
Aug. 1967	84.8	123.8	863.4	805.1	410.3	678.8	938.0	266.0	794.9	616.6	286.7	5,868.3
NEWFOUNDLAND												
Aug. 1968*	3.1	5.9	10.5	2.3	10.2	15.3	16.6	1.9	17.7	8.4	7.7	99.6
July 1968*	3.0	5.8	11.4	2.3	9.8	14.7	16.7	1.9	17.6	8.9	8.5	100.5
Aug. 1967	3.5	5.9	11.8	2.2	11.7	17.2	16.7	1.8	15.8	6.9	6.9	100.3
PRINCE EDWARD ISLAND												
Aug. 1968*	0.2	—	2.3	0.4	2.4	3.2	4.0	0.6	4.7	2.1	2.3	22.4
July 1968*	0.2	—	2.4	0.4	2.5	3.3	4.2	0.6	4.6	2.2	2.2	22.7
Aug. 1967	0.2	0.1	2.6	0.6	2.2	2.9	3.8	0.6	4.0	2.4	1.9	21.3
NOVA SCOTIA												
Aug. 1968*	2.8	6.9	19.9	15.3	15.5	22.0	32.5	6.6	28.1	15.6	18.9	184.0
July 1968*	2.6	6.8	19.4	15.2	14.9	21.4	32.2	6.5	28.6	15.8	17.8	181.1
Aug. 1967	2.6	7.4	18.8	16.0	13.8	22.3	28.7	6.4	26.4	14.8	18.1	175.3
NEW BRUNSWICK												
Aug. 1968*	9.4	2.6	20.0	12.2	9.8	21.1	25.3	4.5	23.3	10.6	10.3	149.2
July 1968*	10.1	2.7	19.5	12.4	9.8	20.7	24.7	4.5	23.6	11.2	10.3	149.6
Aug. 1967	11.2	2.9	19.2	10.4	12.3	24.1	23.1	4.3	22.0	11.2	8.9	149.6
QUEBEC												
Aug. 1968*	28.1	26.2	327.4	198.3	94.6	185.5	241.4	80.3	248.2	162.5	56.5	1,648.9
July 1968*	27.5	26.7	323.2	195.4	94.6	173.9	242.8	79.4	250.5	166.7	56.4	1,637.1
Aug. 1967	30.6	27.8	319.3	196.9	98.1	182.4	240.0	74.9	228.8	168.7	61.4	1,628.8
ONTARIO												
Aug. 1968*	12.0	35.7	378.1	444.3	155.2	209.8	381.4	121.6	322.4	258.8	126.7	2,446.0
July 1968*	12.1	37.4	370.3	417.7	158.1	199.1	384.3	123.0	322.9	264.9	125.2	2,415.1
Aug. 1967	13.6	36.1	371.7	450.1	150.5	218.2	366.1	116.1	290.4	240.7	119.9	2,373.4
MANITOBA												
Aug. 1968*	0.8	6.9	28.1	20.5	19.0	48.1	52.3	13.0	39.7	29.2	14.7	272.2
July 1968*	0.9	6.9	27.9	20.3	18.9	46.6	53.0	13.2	39.4	29.1	14.5	270.9
Aug. 1967	1.0	6.4	27.8	20.3	18.5	49.5	51.5	12.4	38.3	29.1	14.3	269.0
SASKATCHEWAN												
Aug. 1968*	0.4	5.2	10.5	6.1	16.6	27.5	40.2	8.1	38.2	20.1	12.7	185.8
July 1968*	0.4	5.3	10.6	6.1	18.1	26.6	40.3	8.3	38.0	20.8	12.4	186.9
Aug. 1967	0.2	5.4	10.3	5.8	18.2	28.6	37.8	8.5	36.0	18.5	14.3	183.5
ALBERTA												
Aug. 1968*	2.1	19.9	27.4	24.1	40.6	50.9	79.8	17.8	70.5	53.9	22.2	409.3
July 1968*	2.0	20.1	28.2	24.3	41.3	50.0	81.0	17.8	69.7	54.8	22.5	411.7
Aug. 1967	4.1	19.3	26.9	26.1	42.8	52.8	74.5	16.0	62.9	50.2	22.2	397.9
BRITISH COLUMBIA												
Aug. 1968*	20.3	10.3	56.8	72.8	38.5	79.9	102.3	28.1	74.2	76.6	17.1	576.9
July 1968*	21.0	10.8	57.4	73.7	38.5	77.0	105.3	27.8	74.7	75.3	16.9	578.4
Aug. 1967	17.8	10.5	54.9	76.8	41.7	79.1	95.4	25.0	68.8	73.0	17.0	559.9

*Preliminary.

†Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	112.5	114.8	113.5	139.27	136.82	128.62
Metals	104.2	108.0	108.4	140.56	138.41	129.12
Mineral fuels	105.1	104.3	105.9	145.89	140.05	135.07
Non-metals except fuels	130.2	129.8	124.2	124.98	124.86	116.21
Quarries and sand pits	121.9	123.4	132.2	120.49	119.26	113.94
Services incidental to mining	158.3	161.4	143.6	144.88	143.10	136.80
MANUFACTURING	125.2	121.8	126.7	114.54	113.18	106.73
Durable goods	133.7	128.2	136.0	123.92	121.68	114.79
Non-durable goods	118.3	116.7	119.3	105.99	105.64	99.33
Food and beverages	122.6	120.0	125.2	99.36	100.48	92.16
Foods	123.0	119.6	125.8	96.11	97.05	88.99
Beverages	120.2	122.3	120.9	120.26	121.53	112.65
Tobacco processing and products	92.8	92.0	96.9	123.11	123.19	112.22
Rubber products	114.2	112.1	123.9	112.96	111.92	109.32
Leather products	102.6	100.9	99.2	76.84	75.43	71.52
Textile products	118.7	114.6	119.4	95.78	94.81	88.29
Knitting mills	115.7	113.7	111.6	72.69	70.37	68.29
Clothing	110.5	107.7	111.7	72.32	70.33	66.78
Wood products	113.8	112.3	114.1	103.71	102.47	95.86
Furniture and fixtures	128.2	123.2	130.8	94.95	93.33	89.06
Paper and allied industries	119.5	120.4	121.5	133.48	132.08	126.86
Printing, publishing and allied industries	114.5	114.7	114.2	119.64	119.15	113.31
Primary metal industries	128.8	127.5	126.7	139.18	136.75	129.03
Metal fabricating industries	132.8	130.2	135.4	121.59	119.91	112.26
Machinery, except electrical	143.7	144.9	147.6	130.40	130.44	122.01
Transportation equipment	144.6	123.1	150.5	135.35	129.40	125.21
Electrical products	143.8	141.9	147.9	116.54	115.82	107.66
Non-metallic mineral products	123.4	119.7	124.2	123.23	123.89	113.91
Petroleum and coal products	108.0	108.4	106.8	167.52	167.60	156.00
Chemicals and chemical products	118.9	119.3	118.8	129.55	128.26	121.42
Miscellaneous manufacturing industries	139.4	136.3	136.1	99.21	97.94	93.28
CONSTRUCTION	134.1	133.0	135.4	141.51	140.41	135.13
Building	139.0	136.9	135.1	138.76	137.18	129.89
Engineering	125.6	126.2	135.9	146.79	146.48	144.18
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	114.0	108.2	115.9	123.26	122.37	113.52
Transportation	111.2	109.1	113.6	121.83	120.48	112.70
Storage	105.3	113.7	118.2	107.37	102.33	98.14
Communication	119.6	98.2	120.7	119.56	119.84	108.68
TRADE	127.7	127.1	124.4	87.90	88.36	82.23
Wholesale trade	124.0	123.6	123.5	108.38	108.28	100.83
Retail trade	129.7	129.0	124.9	76.99	77.71	71.98
FINANCE, INSURANCE AND REAL ESTATE	132.6	133.0	128.1	107.63	107.03	99.83
Financial institutions	136.0	136.1	130.2	104.92	104.10	96.26
Insurance and real estate	128.0	128.8	125.3	111.52	111.21	104.81
SERVICE	164.9	163.9	163.9	79.38	79.35	76.41
Recreational services	158.5	163.8	148.3	71.36	71.19	67.69
Business services	176.8	175.6	174.0	122.48	123.24	114.63
Personal services	153.1	152.1	150.5	58.57	58.32	56.24
Miscellaneous services	193.3	188.8	206.2	86.76	86.74	88.01
INDUSTRIAL COMPOSITE	126.5	124.0	127.0	110.90	109.93	103.66

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

BLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
				$	$	$	$	$	$
NING, INCLUDING MILLING	41.8	41.0	41.7	3.08	3.08	2.85	128.66	126.44	118.71
Metals	41.2	40.8	41.1	3.22	3.21	2.99	132.62	130.90	122.92
Mineral fuels	41.9	36.9	41.7	2.62	2.68	2.42	109.70	98.87	100.76
Non-metals, except fuels	42.2	41.9	41.4	2.87	2.88	2.65	121.11	120.69	109.80
Quarries and sand pits	47.9	48.3	49.7	2.45	2.43	2.26	117.58	117.19	112.47
Services incidental to mining	42.2	42.9	41.5	3.35	3.27	3.11	141.48	140.31	129.21
NUFACTURING	40.4	40.0	40.5	2.59	2.56	2.40	104.70	102.26	97.43
Durable goods	40.9	40.2	40.9	2.82	2.76	2.60	115.21	111.02	106.36
Non-durable goods	40.0	39.7	40.1	2.37	2.37	2.21	94.58	94.14	88.78
Food and beverages	40.0	40.3	40.3	2.26	2.28	2.07	90.38	92.00	83.22
Foods	39.9	40.1	40.2	2.19	2.22	2.01	87.61	88.85	80.67
Beverages	40.6	41.5	40.7	2.79	2.81	2.58	113.24	116.54	104.89
Tobacco processing and products	37.8	37.5	37.5	2.99	2.99	2.72	112.90	112.02	101.91
Rubber products	40.3	39.7	41.1	2.54	2.51	2.47	102.19	99.42	101.67
Leather products	40.1	39.3	39.6	1.77	1.76	1.65	70.77	69.05	65.41
Textile products	41.4	40.8	41.5	2.05	2.02	1.88	84.70	82.57	78.01
Miscellaneous textiles	39.9	40.3	40.8	2.19	2.10	1.82	87.31	84.52	74.36
Knitting mills	40.9	40.0	41.0	1.56	1.56	1.48	63.97	62.36	60.84
Clothing	37.7	36.7	37.3	1.76	1.73	1.63	66.19	63.64	60.63
Wood products	39.8	39.6	40.0	2.48	2.45	2.29	98.76	97.03	91.45
Furniture and fixtures	42.3	41.4	42.7	2.07	2.06	1.94	87.47	85.28	82.65
Paper and allied industries	40.9	41.2	41.4	3.03	3.01	2.89	124.21	123.99	119.52
Pulp and Paper mills	40.9	41.5	41.1	3.30	3.26	3.15	135.02	135.19	129.68
Printing, publishing and allied industries	38.2	38.0	38.6	3.07	3.05	2.89	117.27	115.61	111.73
Primary metal industries	41.0	40.6	40.1	3.21	3.14	3.00	131.39	127.50	120.39
Iron and steel mills	40.3	39.7	39.6	3.36	3.26	3.17	135.35	129.37	125.49
Metal fabricating industries	41.2	40.6	41.4	2.79	2.77	2.55	114.92	112.47	105.51
Machinery, except electrical	41.8	41.6	41.5	2.95	2.95	2.73	123.33	122.78	113.49
Transportation equipment	40.6	38.4	41.2	3.10	2.96	2.83	125.65	113.69	116.84
Aircraft and parts	41.6	38.1	41.7	3.07	2.92	2.82	127.53	111.30	117.85
Motor vehicles	40.3	38.6	41.4	3.21	3.07	2.91	129.12	118.27	120.21
Assembling	39.7	35.6	41.1	3.48	3.52	3.11	137.96	125.58	127.81
Parts and accessories	40.7	40.4	41.7	3.11	2.92	2.83	126.27	117.94	118.13
Shipbuilding and repairing	40.1	38.1	40.3	3.04	2.97	2.76	122.00	113.20	111.37
Electrical products	39.8	39.2	39.8	2.53	2.51	2.35	100.89	98.58	93.53
Communications equipment	39.1	38.4	38.9	2.39	2.36	2.28	93.52	90.58	88.58
Non-metallic mineral products	43.4	43.5	43.0	2.72	2.71	2.51	117.89	117.65	107.80
Petroleum and coal products	43.0	43.2	42.7	3.62	3.64	3.38	155.55	157.38	144.49
Chemical and chemical products	40.3	40.0	40.4	2.79	2.77	2.61	112.44	110.72	105.47
Miscellaneous manufacturing industries	40.5	39.7	40.8	2.09	2.09	1.96	84.75	82.86	79.68
NSTRUCTION	42.3	42.3	43.5	3.31	3.28	3.09	139.96	138.69	134.07
Building	40.0	39.7	40.7	3.42	3.40	3.15	136.90	134.88	128.17
General contractors	40.0	39.9	40.7	3.30	3.29	2.99	132.01	131.04	121.75
Special trade contractors	40.1	39.6	40.7	3.52	3.49	3.29	140.91	138.17	133.99
Engineering	46.6	47.2	48.1	3.13	3.09	2.99	145.84	145.84	144.08
Highways, bridges and streets	47.7	48.8	50.0	2.65	2.63	2.45	126.32	128.46	122.58
Other engineering	45.5	45.3	46.1	3.67	3.65	3.64	167.06	165.23	167.59
HER INDUSTRIES									
Urban transit	41.8	41.1	44.3	3.22	3.18	2.90	134.56	130.79	128.55
Highway and bridge maintenance	39.3	38.9	39.9	2.41	2.38	2.20	94.68	92.75	87.69
Laundries, cleaners and pressers	38.5	38.1	39.4	1.52	1.51	1.41	58.46	57.70	55.60
Hotels, restaurants and taverns	34.3	34.3	35.3	1.48	1.47	1.39	50.86	50.52	48.91

st figures subject to revision.

CE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June	40.4	2.57	103.98	139.7	116.0
July*	40.0	2.56	102.26	137.4	113.8
August†	40.4	2.59	104.70	140.6	116.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consum Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
				$	$	$
Newfoundland	41.2	41.8	39.4	2.11	2.01	1.94
Nova Scotia	39.1	39.6	39.8	2.04	2.05	1.90
New Brunswick	39.7	40.6	40.7	2.09	2.09	1.98
Quebec	41.5	40.4	41.4	2.32	2.31	2.17
Ontario	41.5	40.8	41.0	3.19	3.18	2.97
Manitoba	39.5	39.9	39.4	2.34	2.33	2.16
Saskatchewan	39.8	39.1	39.4	2.73	2.73	2.47
Alberta	39.5	39.4	39.7	2.65	2.64	2.45
British Columbia	37.4	37.8	37.3	3.22	3.19	3.00

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under i surance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

nemployment insurance statistics emanate from the oper-
ns of the Unemployment Insurance Act, and relate to per-
s in contact with the Unemployment Insurance Commission,
er as contributors or claimants. The data are compiled in
Unemployment Insurance and Manpower Section, DBS,
from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744, December 1968 issue.

BLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act (Revised)*

End of	*Total*	*Employed*	*Claimants*
—August	5,223,000	4,953,200	269,800
July	5,256,000	4,935,000	321,000
June†	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300
—December	4,828,000	4,326,500	501,500
November	4,800,000	4,463,400	336,600
October	4,724,000	4,481,500	242,500
September	4,732,000	4,521,100	210,900
August	4,787,000	4,559,900	227,100
July	4,764,000	4,517,700	246,300
June	4,742,000	4,499,200	242,800
May	4,734,770	4,391,620	343,150‡

y 1967 to July 1968 revised on the basis of book renewal at June 1,
.
ective June 30, 1968, coverage was increased to include salaried
ers earning up to $7,800 a year.
number of persons reporting to local offices as claimants during
irst two weeks of book renewal. For other months, the claimants
s shown in Table E-2.

TABLE E-4—Benefit Payments, by Province, September 1968

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	21,810	$ 545,228
Prince Edward Island	3,480	87,382
Nova Scotia	32,291	814,583
New Brunswick	26,460	677,654
Quebec	259,566	6,820,495
Ontario	290,297	7,569,858
Manitoba	25,704	645,104
Saskatchewan	16,037	406,165
Alberta	31,635	830,823
British Columbia	88,359	2,363,616
Total, Canada, September 1968	795,639	20,760,908
Total, Canada, August 1968	1,015,320	26,201,972
Total, Canada, September 1967	640,507	15,771,588

BLE E-3—Initial and Renewal Claims for Benefit, by Province, September 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
foundland	2,385	1,527	858	2,378	1,455	923	816
ce Edward Island	290	228	62	281	182	99	100
a Scotia	3,695	2,258	1,437	3,861	2,693	1,168	969
Brunswick	2,966	2,084	882	2,822	1,756	1,066	852
bec	30,474	19,623	10,851	30,185	19,225	10,960	10,069
rio	30,593	22,053	8,540	32,348	19,545	12,803	8,619
itoba	2,532	1,840	692	2,550	1,650	900	479
atchewan	1,845	1,350	495	1,849	1,178	671	456
rta	3,723	2,642	1,081	3,870	2,462	1,408	899
sh Columbia	12,629	8,362	4,267	11,870	7,430	4,440	4,039
Total, Canada, September 1968	91,132*	61,967	29,165	92,014†	57,576	34,438	27,298
Total, Canada, August 1968	88,977	62,144	26,833	95,417	54,376	41,041	28,180
Total, Canada, September 1967	82,722	56,458	26,264	84,764	55,552	29,212	26,871

ddition, revised claims received numbered 30,424.
ddition, 31,582 revised claims were disposed of. Of these, 2,954 were special requests not granted and 1,145 were appeals by claimants. There were
revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	August 30 1968	September 2 1967
CANADA	246,702	97,423	60,264	54,340	34,675	269,834	210,863
Male	141,543	61,331	34,297	27,981	17,934	158,357	123,320
Female	105,159	36,092	25,967	26,359	16,741	111,477	87,543
NEWFOUNDLAND	7,026	2,762	1,754	1,506	1,004	6,911	5,561
Male	5,115	2,129	1,268	1,020	698	5,066	4,028
Female	1,911	633	486	486	306	1,845	1,533
PRINCE EDWARD ISLAND	1,025	352	346	215	112	1,149	664
Male	601	190	195	137	79	733	339
Female	424	162	151	78	33	416	325
NOVA SCOTIA	10,131	3,801	2,482	2,034	1,814	10,851	8,323
Male	6,766	2,658	1,591	1,304	1,213	7,328	5,612
Female	3,365	1,143	891	730	601	3,523	2,711
NEW BRUNSWICK	8,269	3,202	1,951	1,837	1,279	8,325	6,853
Male	5,359	2,222	1,283	1,102	752	5,441	4,403
Female	2,910	980	668	735	527	2,884	2,450
QUEBEC	80,783	31,450	20,716	17,865	10,752	89,173	70,328
Male	50,362	21,598	12,854	9,873	6,037	56,143	44,696
Female	30,421	9,852	7,862	7,992	4,715	33,030	25,632
ONTARIO	87,394	33,135	21,161	20,644	12,454	96,098	78,456
Male	44,863	18,902	10,592	9,667	5,702	51,306	42,264
Female	42,531	14,233	10,569	10,977	6,752	44,792	36,192
MANITOBA	7,140	2,664	1,569	1,595	1,312	9,562	5,625
Male	3,625	1,491	861	655	618	5,009	2,591
Female	3,515	1,173	708	940	694	4,553	3,034
SASKATCHEWAN	4,929	1,988	1,176	919	846	5,094	3,131
Male	2,521	1,138	624	406	353	2,659	1,276
Female	2,408	850	552	513	493	2,435	1,855
ALBERTA	9,793	3,980	2,431	2,053	1,329	10,314	6,582
Male	4,930	2,146	1,175	893	716	5,476	3,013
Female	4,863	1,834	1,256	1,160	613	4,838	3,569
BRITISH COLUMBIA	30,212	14,089	6,678	5,672	3,773	32,357	25,340
Male	17,401	8,857	3,854	2,924	1,766	19,196	15,098
Female	12,811	5,232	2,824	2,748	2,007	13,161	10,242

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

F—Prices

BLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949 = 100)				
—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
—October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
—February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1
November	157.5	153.0	161.0	138.8	162.7	201.0	180.1	141.1

: 1957 weighted. Calculated by the Prices Division, DBS.

LE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1968

	All-Items							*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
	Nov. 1968	*Oct. 1968*	*Nov. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*			
					(1949 = 100)					
ohn's, Nfld.*	136.8	136.5	130.8	130.5	126.0	136.3	133.7	196.7	163.1	140.1
ax	148.3	147.4	143.0	145.5	145.2	146.7	147.1	206.8	198.8	139.9
John	151.3	150.7	145.7	149.4	143.6	147.9	162.4	222.3	183.0	139.6
treal	154.4	153.3	149.6	158.6	149.0	129.4	187.4	200.0	185.5	146.5
wa	156.2	155.1	149.6	154.2	151.8	143.6	177.9	212.0	177.0	152.2
nto	158.4	157.9	152.5	149.0	161.3	146.9	160.6	196.7	221.9	149.1
ipeg	153.0	151.9	147.2	150.4	141.6	154.6	154.1	230.6	172.1	154.0
toon-Regina	147.1	146.3	141.5	149.8	139.0	150.6	148.9	177.2	177.9	140.6
nton-Calgary	148.5	147.7	142.1	145.4	142.6	150.0	152.1	211.3	172.6	132.1
ouver	150.6	149.8	145.1	148.2	151.0	141.2	159.0	188.6	170.8	136.0

ohn's index on the base June 1951 = 100.

: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number o workers involved includes all workers reported on strike o locked out, whether or not they all belonged to the unio directly involved in the disputes leading to the work stoppage Workers indirectly affected, such as those laid off as a resu of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strike and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Tim
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
*1967—November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	69	14,214	214,210	0.16

*Preliminary

TABLE G-2—Strikes and Lockouts, November 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	37	520
Mines	1	355	3,200
Manufacturing	35	6,716	88,500
Construction	10	2,055	32,620
Transportation and utilities	6	941	19,720
Trade	9	3,465	56,100
Finance	—	—	—
Service	1	2	40
Public administration	6	643	13,510
ALL INDUSTRIES	69	14,214	214,210

TABLE G-3—Strikes and Lockouts, November 1968 Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Day
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	143	720
New Brunswick	—	—	—
Quebec	13	5,733	103,270
Ontario	36	5,588	69,340
Manitoba	—	—	—
Saskatchewan	—	—	—
Alberta	5	1,619	25,530
British Columbia	11	1,117	15,070
Federal	1	14	280
ALL JURISDICTIONS	69	14,214	214,210

BLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
NES						
tal						
ndako Mines, raser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	3,200	26,990	July 27 Nov. 15	Wages, hours of work—Wage increase, other improved benefits.
NUFACTURING						
d and Beverages						
rince Rupert Fishermen's Co-op., rince Rupert, B.C.	B.C. Deep Sea Fishermen's Union (CLC)	171	90	90	Nov. 6 Nov. 7	Seniority—Return of workers.
ber						
Iansfield Denman General, arrie, Ont.	Rubber Workers, Loc. 536 (AFL-CIO/CLC)	330	6,930	16,170	Sep. 23 —	Wages—
hicago Rawhide, rantford, Ont.	Auto Workers, Loc. 397 (CLC)	129	1,940	1,940	Nov. 9 —	Wages, hours—
od						
hree wood mills, ictoria and Vancouver, .C.	Carpenters, Loc. 2802 (AFL-CIO/CLC)	363	—	5,070	Oct. 7 Nov. 1	Hourly pay scale—36¢ per hour increase over two years.
er						
imberly Clark of Canada Ltd., t. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	3,170	22,910	June 23 Nov. 21	Seniority, management rights—55¢ an hr. increase over a 3-yr. contract; other improvements.
omtar Pulp and Kraft Paper Ltd., Vindsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	26,170	121,120	July 18 —	Wages—
mary Metals						
rowe Foundry Ltd., lespeler, Ont.	Moulders, Loc. 23 (AFL-CIO/CLC)	110	110	16,390	Apr. 2 Nov. 2	Wages—Wage increase.
eneral Smelting Co. of Canada, urlington, Ont.	Steelworkers, Loc. 6979 (AFL-CIO/CLC)	100	2,100	6,000	Sep. 6 —	Wages—
al Fabricating						
entral Quebec Steel Ltd., rois Rivières, Que.	Structural Iron Workers, Loc. 816 (AFL-CIO/CLC)	120	120	2,760	Oct. 1 Nov. 4	Length of the agreement, fringe benefits—45¢ an hr. increase over a 3-yr. contract; improvement in fringe benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
Machinery						
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers, Loc. 3534 (AFL-CIO/CLC)	255	510	10,970	Sep. 4 Nov. 5	Wages, fringe benefits—38¢ an hr increase first yr.; 17½¢ second yr. 8¢ third yr.; 3 weeks vacation after 8 years, 4 weeks after 18 years other improved benefits.
International Harvester, Hamilton, Ont.	Steelworkers, Loc. 311 (AFL-CIO/CLC)	341	7,160	16,710	Sep. 20 —	Wages, job evaluation—
Hamilton Gear and Machine Co., Toronto, Ont.	Moulders, Loc. 28 (AFL-CIO/CLC)	139	970	4,860	Sep. 22 Nov. 12	Wages, fringe benefits—5% wage increase, other improved benefits
Transportation Equipment						
Dominion Forge Co., Windsor, Ont.	Auto Workers, Loc. 195 (CLC)	668	14,030	50,110	Aug. 15 —	Wages, working conditions, fringe benefits—
Three automotive parts manufacturers, Windsor, Ont.	Auto Workers, Loc. 195 (CLC)	489	270	21,760	Aug. 18 Nov. 4	Wages, fringe benefits, working conditions—Wage increase, other improved benefits.
York Gears Limited, Toronto, Ont.	Auto Workers, Loc. 984 (CLC)	478	960	11,480	Oct. 1 Nov. 4	Wages—40¢-90¢ an hr. increase over 3-yr. contract, improvement in fringe benefits.
Canadian Motor Lamp Co. Ltd., Parry Sound, Ont.	Auto Workers, Loc. 1297 (CLC)	209	1,050	1,050	Nov. 25 —	Failure to ratify contract—
Electrical Products						
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	2,100	30,800	July 8 Nov. 11	Wages, fringe benefits—Wage increase, other improved benefits.
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,160	9,890	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers, Loc. 397 (CLC)	188	2,820	2,820	Nov. 11 —	Wages, hours—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers, Loc. 251 (CLC)	295	6,200	40,330	May 17 —	Wages, union security, grievance procedure—
Johnson, Matthey and Mallory Ltd., Toronto, Ont.	CLC—directly chartered	365	1,830	1,830	Nov. 11 Nov. 18	Wages, fringe benefits—40¢ an hr increase in wages and 15¢ in fringe benefits over 2-yr. agreement.
CONSTRUCTION						
Modern Paving, St-Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,310	12,100	June 26 —	Security of employment—
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers, Loc. 508 (AFL-CIO/CLC)	200	4,200	19.600	July 15 —	Wages, other benefits—
Various construction contractors, Edmonton and area, Alta.	Carpenters, Loc. 1237 (AFL-CIO/CLC)	600	9,600	19,800	Oct. 8 Nov. 25	Wages—$1.57 an hr. increase in wages and other benefits over 28 mo. contract.

BLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *November*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
arious construction contractors, algary and area, Alta.	International Operating Engineers, Loc. 955 Carpenters, Locs. 1779 and 2103 (AFL-CIO/CLC)	970	14,890	21,960	Oct. 17 Nov. 25	Wages—$1.52 an hr. increase in wages and other benefits over a 28 mo. contract.
ANSPORTATION AND TILITIES						
nsportation						
hambly Transport Inc., ontreal and area, Que.	Railway, Transport and General Workers, Locs. 511-513 (CLC)	120	2,570	6,770	Sep. 13 —	Wages—
x bus companies, arious locations, Que.	Public Service Employees' Federation (CNTU)	775	16,610	20,390	Oct. 26 —	Wages, hours—
ADE						
uebec Liquor Board, rovince-wide, Que.	Public Service Employees' Federation, (CNTU)	2,980	49,670	317,310	June 25 Nov. 26	Wages—29% increase for warehouse employees, 25.5% for store employees, 23% for office employees, $375. retroactive pay.
happles and Metropolitan Stores, ort William and Port Arthur, Ont.	Retail Clerks, Loc. 409 (AFL-CIO/CLC)	117	2,540	4,880	Oct. 3 —	Wages, seniority, union security—
ternational Harvester Co. of Canada Ltd., ttawa, Hamilton and Burlington, Ont.	Auto Workers, various locals (CLC)	207	1,660	1,660	Nov. 20 —	Wages, 5-day work week, time and one half for Saturday work, vacations, holidays, other benefits—
BLIC ADMINISTRATION						
al Administration						
ty of Vernon, ernon, B.C.	Public Employees, Loc. 626 (CLC)	104	2,180	4,990	Sep. 24 —	Wages, working conditions—
ty of Kelowna, elowna, B.C.	Public Employees, Loc. 338 (CLC)	155	3,260	4,190	Oct. 24 —	Wages—
ty of Kamloops, amloops, B.C.	Public Employees, Loc. 900 (CLC)	186	3,910	4,100	Oct. 31 —	Delay in new contract negotiations —

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During Third Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Not Specified*	*Total*	*Per Cent of Total*
By Industry* and Age Group														
14-19	6	2	—	—	1	7	1	—	—	4	—	—	21	9.4
20-24	1	6	—	4	2	13	12	2	—	—	1	—	41	18.4
25-44	2	12	1	12	13	23	11	3	—	4	2	8	91	40.8
45-64	5	4	2	8	10	6	12	1	—	2	5	—	55	24.7
65 plus	—	—	1	1	6	3	—	2	—	2	—	—	15	6.7
TOTAL	14	24	4	25	32	52	36	8	—	12	8	8	223**	100.0
By Industry and Occupation†														
Farmers (a)	12	1	—	—	—	—	—	—	—	—	—	—	13	5.8
Loggers (b)	—	18	—	—	—	—	—	—	—	—	—	—	18	8.1
Fishermen (c)	—	—	2	—	—	—	—	—	—	—	—	—	2	0.9
Miners (d)	—	—	—	19	—	2	—	—	—	—	—	—	21	9.4
Craftsmen (e)	2	3	—	4	20	27	12	3	—	—	1	—	72	32.2
Labourers (f)	—	—	—	—	8	20	—	1	—	4	3	—	36	16.1
Transport (g)	—	2	2	1	—	1	16	1	—	1	2	—	26	11.7
Managerial	—	—	—	—	1	1	3	1	—	2	—	—	8	3.6
Professional (h)	—	—	—	—	—	1	—	—	—	2	1	—	4	1.8
Clerical	—	—	—	—	—	—	1	—	—	—	—	—	1	0.5
Sales	—	—	—	—	3	—	—	—	—	—	—	—	3	1.3
Services (i)	—	—	—	—	—	—	—	2	—	3	1	—	7	3.1
Not Stated	—	—	—	1	—	—	4	—	—	—	—	8	12	5.4
TOTAL	14	24	4	25	32	52	36	8	—	12	8	8	223**	100.0
By Industry and Type of Accident‡														
Struck by objects (j)	1	14	1	7	2	10	3	2	—	2	2	—	44	19.7
Falls and slips (k)	5	4	2	2	10	20	3	—	—	1	2	1	50	22.4
Collisions, derailments (l)	2	2	—	2	2	9	23	2	—	5	1	1	49	22.0
Caught in, on, between (m)	4	3	1	5	3	7	2	2	—	1	1	—	29	13.0
Inhalations (n)	—	—	—	1	4	1	—	1	—	—	1	—	8	3.6
Conflagrations (o)	—	—	—	6	3	1	—	—	—	—	—	—	10	4.5
Electric current (p)	2	—	—	—	3	4	3	—	—	2	—	3	17	7.6
Over-exertion (q)	—	—	—	—	3	—	2	—	—	—	1	—	6	2.7
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	1	—	2	2	—	—	1	—	1	—	3	10	4.5
TOTAL	14	24	4	25	32	52	36	8	—	12	8	8	223**	100.0
PER CENT OF TOTAL	6.3	10.8	1.8	11.2	14.3	23.3	16.1	3.6	—	5.4	3.6	3.6	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 184 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 39 were obtained from other sources.

Canada Department of Labour Publications

(Continued from inside front cover)

Legislation Branch

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly restday, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section), and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/*1967*.

Workmen's Compensation in Canada 1967—A Comparison of Provincial Laws, December 1967. (English or French). Price $1.25, Cat. No. L2-6/1968.

Labour Legislation of the Past Decade. A review of developments in Canadian labour legislation in 1951-1960 period. (English). Price 55 cents, Cat. No. L14-2061.

Occasional Papers

1. *Impact and Implications of Office Automation,* by J. C. McDonald, 1964. Price 50 cents, Cat. No. L2-26/1.

2. *Changes in the Occupational Composition of the Canadian Labour Force,* by Noah M. Meltz, 1931-1961. 1965. Price $2.00, Cat. No. L2-26/2.

3. *Wage Determination in Canada,* by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4. *Studies in the Economics of Education,* by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5. *Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada,* by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

Women's Bureau

Women at Work in Canada. A fact book on the female labour force of 1964. A report on women in the working force, their characteristics, occupations and earnings, legislation affecting women workers and conditions of work. (English or French). Price 60 cents, Cat. No. L38-664.

Married Women Working for Pay in Eight Canadian Cities. A report of a survey of a scientifically selected sample of married women working for pay in eight Canadian cities, regarding the kinds of jobs held, education and vocational training, reasons for working, earnings and home situations. (English or French). Price 35 cents, Cat. No. L38-258.

Occupational Histories of Married Women Working for Pay in Eight Canadian Cities. A companion report on the place of gainful work in the lives of individual women, compiled from the results of the same survey. (English or French). Price 35 cents, Cat. No. L38-1060.

Equal Pay for Equal Work. The growth of the idea in Canada. A review of the equal pay laws enacted by the federal Parliament and eight provincial legislatures and the challenge they present to women. (English). Price 25 cents, Cat. No. L38-859.

Maternity Protection for Women Workers in Canada. A description of a survey of maternity leave in business and industry, dealing with provisions in collective agreements and policies resulting from unilateral management decisions. 1967. Price 35 cents, Cat. No. L38-2467.

If I Go to University. Describes some of the factors to be considered in career decision. Price 25 cents, Cat. No. L38-2266.

Changing Patterns in Women's Employment. Report of a consultation held March 18, 1966. Price 35 cents, Cat. No. L38-2366.

Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

The Queen's Printer, Ottawa, 1969

CHICAGO PUBLIC LIBRARY,
DOCUMENTS DEPT.,
78 EAST WASHINGTON ST.,
CHICAGO 2, ILL., U.S.
LG.F.

CANADA
POSTAGE PAID
PORT PAYÉ

If undelivered
return publication intact to:
The Queen's Printer, Ottawa, Canada

1919-1969